

URBAN/MUNICIPAL

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1991 WOMEN OF THE
YEAR

NOMINATIONS

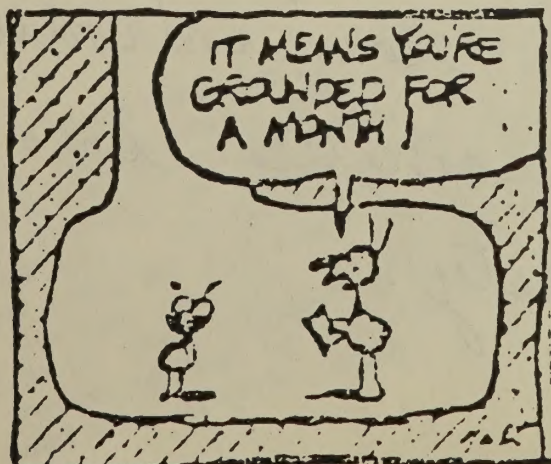
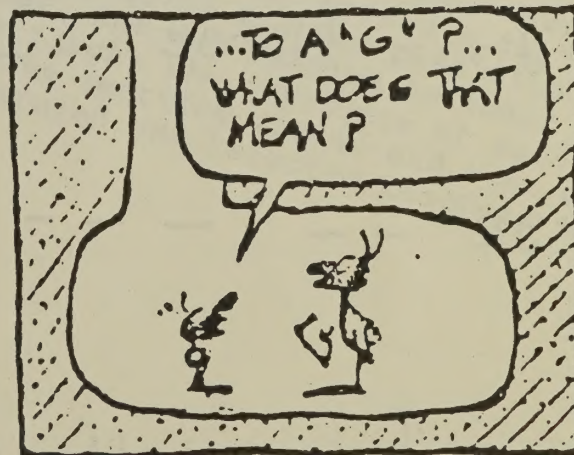
PART 2

cooperation of all the various groups because it involves agreed upon and clearly communicated change. The new Ministry directions have already begun the process. By 1992 there will be drastic changes in the "transition years" of grades 7, 8, and 9. We need to examine the impact of a destreamed, non-credit grade 9 in our over-all delivery of program. The possibilities are exciting.

Sherwood's community is very supportive. This was borne out during the asbestos situation last November. The trustees and the parents wanted to be informed and phoned the school for information. They discussed with their sons and daughters the situation at the school and gave us support based on this knowledge. I have included some more information on this topic in this newsletter to keep you updated. We appreciated your input and thank you for making this a true educational experience for Sherwood students.

Were you aware we have parent volunteers? and a Parents' Association? Want to know more? Please call Mr. Simpson at 383-3377.

B.C.



The "Morse" Code



JOAN MORSE

Principal



Sherwood S.S.
25 High St.
Hamilton, Ontario
L8T-3Z4
383-3377

Joan Morse Joan
Morse

The calling card used
by Joan to introduce herself
to the families in the school
community.

*"I believe each person must have
a vision, a philosophy."*

As a young mother, her toughness and tenacity served her well. Her husband left her when their daughters were still babies. She tells of the principal of the school where she was hired saying to her that if she ever missed a day's work, he'd dock her pay. He automatically assumed that with two babies, if she was ever away, she was tending to their needs instead doing her job. She fought the injustice of such a statement, recovered from the smarting wounds and went on to become one of the most dedicated and talented teachers in Hamilton.

To an extent, Joan's problems throughout the years are the problems which many of us face, some to a greater, some to a lesser extent. She had to fight every step of the way, from getting into high school, to being hired for and keeping her job as a single mother, to surviving the rebellion of her daughters as they matured and then reuniting her family of three, to being passed over for promotion time and time again while those who said they supported her, in fact, did not, and finally to becoming one of the most powerful change agents in the Hamilton system today.

SHERWOOD SECONDARY SCHOOL

ADULT PROGRAM AT SHERWOOD

THE PRINCIPAL'S PHILOSOPHY

by

E. Joan Morse

Adults of all ages and stages need to have access to the type of education found in a regular, formal school setting. Not just because it provides credits leading to a diploma, or because it leads to a job opportunity. There are more compelling reasons that have long-range, influential effect on the overall society but tend to get overlooked when the economy gets tight.

Adults, we have found at Sherwood, come to school for reasons as multiple and complex as each individual. One underlying, identified compelling reason for all of them is: personal growth. Something that cannot be measured or evaluated or reported, but is powerful enough to overcome personal embarrassment and fear. Adults struggle with such problems as poor self image, personal home difficulties of all types (abuse, loneliness, financial, family commitments) and are still willing to commit themselves to a regime which at least offers them hope of a better life in an increasingly complicated and often bewildering world. Why shouldn't they, a powerful workforce potential, be assisted and encouraged in their endeavours?

Often these individuals come originally to indulge in access to resources not available elsewhere such as the technical areas and the art rooms. In itself this is not such a bad thing, because it maximizes the use of high-cost areas which would be under-utilized otherwise. However, education can become addictive and, with encouragement and confidence which comes from finding support, we have found they become more adventurous and willing to attack the more academically demanding disciplines.

There are those whose later lives are enriched by the process. Adult classes deal with the serious illnesses and death of many of their colleagues. They provide a support group more powerful than a social worker could arrange. They also provide more dignity for the types of individuals who value education enough to spend their last months returning to learning. And you do not have to be physically dying to be assisted by the group. We have assisted those whose life would be sterile, restricted, and confined to burst out and enjoy exploring their community. We have been successful in replacing other dependencies with a learning dependency. Positive, community-minded citizens whose organizational abilities are given free rein are surely an asset to any community and devoutly to be desired.

Sherwood is proud of its adult program. It reflects the community involvement which is a cornerstone of the school's vision. Adults in a school also reflect the work world in which people will spend the rest of their lives. They are an influence for good on the overall student body as they provide a different point of view and approach to life. Welcome.

ADULT PROGRAM AT SHERWOOD - THE PRINCIPAL'S PHILOSOPHY

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PRINCIPAL'S PHILOSOPHY - 1990

Education means " providing an atmosphere/environment in which learning can take place". This accounts for the insert of invitational suggestions. It means there is a two-way process. Students and teachers learn together. This means that each year is a new experience and that your new crop of students require all the TLC, interest and expertise you have. (Read the clip on time from the Planner) Like time, you have cashed in all your credit over the summer, and are starting off brand new with this new set of students. Let's work together to make this school year as successful as the last.

Time after time, students and parents tell me how great the staff at Sherwood is. After watching you in action, I know what they mean. It is impressive and exciting to watch you in action. I am proud of you and never miss an opportunity to tell anyone and everyone whether they want to hear or not. No matter what the publicity we work on - signs, bulletins, newsletters, - it doesn't offset what happens in the classroom every day and every period. At Sherwood, students expect quality instruction because that is what they are used to, and that is what they get. Last year enhanced your reputation I'm excited about this new year and hope you are as well.

LET'S TALK EDUCATION

This series of thoughts are for my staff and students to think about and react to.

ABOUT EDUCATION

My definition of the word "educate" means "to provide a learning environment in which people can learn." Simplistic you say? True. Most ideas are, on the surface.

However, There are major connotations involved. It means that everyone present learns. For me that means that teachers are as much a learner as the students for whom the exercise is designed. And the students have as much to teach as the teacher who set up the exercise. All good "education" requires that this two-way communication occur. Otherwise, it is just "training". Don't place values on these two words. They just indicate a process. Both processes are important. What is necessary, is that people involved with education are clear which process is involved when they do what they do and that this is clearly what they intend to do. The public needs to clarify their thinking about these two processes and be able to distinguish and articulate what it is that they want to take place, why and when.

For example, the teaching of the three R's can be set up as training, a rote exercise. Should it be? Isn't there a fourth equally necessary skill to-day - computer literacy and proficiency? When should this training take place?

In the last fifteen years, studies on how people learn, thinking skills, and stages of growth and development have given us great insights on how to teach more and better. Good. We need this knowledge to assist people to cope with the increasingly complex world and absorb all the knowledge necessary to make decisions designed to enhance their world.

We know that students can learn at an earlier age. They like to and are capable of memorizing tremendous amounts of information at a very early age. That is one reason for the government wanting to enrich children structured experiences at age four and accounts for their dictum for earlier kindergarten. Other nations have already recognized this development and moved to increase the knowledge base at an earlier stage. So we are too. We are also preparing to teach computer literacy in the elementary grades (three or four). And we know that although younger children enjoy the learning of rote information, or training if you like, they still can be taught to think and reason about the things they are taught. So education where there is interaction between all members and materials present can be structured at a very early age. If it is done well, students never lose their love

of learning and will carry that attitude with them for the rest of their lives. If we look at learning as a continuum, it seems that there is a need to emphasize rote training in the basics more at an early stage and gradually move across the continuum until the emphasis is on using the skills learned to access knowledge determined by the individual student and develop the higher thinking level skills. For example, keyboarding can be learned in grade three so that by grade eleven the student can manipulate programs or program for themselves or utilize resources available through the resource centre.

ABOUT VALUES

When I first thought about becoming a teacher, I examined my own experience, as we humans are wont to do, and came up with a few ideas that have stood me in good stead ever since.

- I am responsible for contributing to the future of my community and my country in my handling of the becoming citizens. I owe it to everyone concerned that I not take that responsibility lightly.

- I do not know everything. I don't even know enough. I must always seek to learn more anywhere and everywhere I can and from whomever I can. This means I need to travel. To read and most of all to listen carefully and constantly. Really listen - not just to the words but to the meaning. Listening to what makes people say the things they do is often more illuminating than hearing what they say.

- Each person is worthy of respect. No matter the age or stage, each individual needs to be validated in a positive way.

- I must work hard at becoming the best teacher. That too is a process; one that is never-ending. Fortunately, it is a fascinating process. Unfortunately, it also means that success is not always assured. Many times failure must even be courted in order to take the risk necessary to "fly."

- I see myself as a product of magnificent teachers who moulded my life and made it worthy. They passed the torch but I don't feel I have to hand it over unchanged. It is no longer adequate to light the future with a match or illuminate the present with a fire. Some learnings open doors; others keep them locked or slam them shut. I must try to increase the opportunities for the first type of experiences and eliminate the second. I must try to develop a clear insight into what the future holds so I can lead in the right direction. I must make the future lives of my students worthy too.

- School, though it has distinct advantages, is not the only institution where "learning" takes place. It provides the best place for organized educational experiences, but learning occurs all the time - at home, the workplace, the mall. Television, parents, friends, employers, fellow workers are all teachers. Often these other educators and educational experiences have more profound influence than the school can provide. I have had to learn to live with the knowledge that I can only affect and assist up to the limit that any particular individual is willing to let me. So I try my best to capture their interest and meld our needs so we are going in the same direction.

I must lead by example. If I want people to be genuinely curious and want to know more, I must be constantly interested in what makes things tick. If I want professionalism, I must provide opportunities for people to act in a professional manner. If I want a warm and inviting atmosphere, I must try to create that kind of place.

I WANT:

- students to accept the responsibility of monitoring their environment so that vandalism is discouraged amongst themselves. Utopia, you say? Not so. I am so proud of this school, not because it is a beautiful building but because the student see it so and make it so. Are you aware of our Environmental Club and its successes in the area of paper recycling?

- to give people choices. I will not mandate attendance at events such as sports games, awards night, graduation, or the school dinner. I want everyone there because that is where they want to be. These are experiences that come with the school years and never again. I want people to want to be there because they belong and have a sense of that belonging. Events such as these are part of the growing school years. Outside jobs should come second. These school years will never come again. Jobs will be a constant throughout most of our lives. School experiences need to be tasted while you're in school. It is an important part of the socialization process.

- to provide a safe environment for growth. Sherwood is a small community with every type of personality and problem encountered by the larger community. However, every community establishes its own flavour, its own ambiance. Thanks to the type of supportive parent and involved community that supports the school, Sherwood has been fortunate to experience the kind of parental guidance that lead to a lot of generous, empathetic students who are wonderfully supportive. It is great being principal of a school like Sherwood.

- to be able to continue to take visitors through the school to see the good things going on. On any given day, I can and do walk through the school and see great education. I suppose if I wanted, I could also go and find things not so fantastic too. I know reality means not every attempt to educate is a success. I just want to find the successes and celebrate them. The failures find me anyway.

- to educate people to use failures as a learning situation. There is nothing wrong with failure. It is what you do with it that determines whether it is indeed a true failure or just another learning opportunity. I would really like to know how it is that some people faced with failure accept the fact that they are indeed losers, while others in the same situation turn it into a growth opportunity. I really do not have losers in my school. Only people who think they are, and structure experiences to prove they are right.

- to provide top quality educational experiences which cannot be experienced elsewhere. It accounts for the emphasis on educating the whole person. This means that every student needs to experiment with our arts package which is designed to give them more self-knowledge and appreciation. It also accounts for our encouragement of the communications package designed to explore in-depth the most important aspect of our society today; and for our focus fitness courses; and our adult courses; and our orthopaedic and total communications courses. It means that all subjects especially english, the languages and geography emphasize the need for computer literacy. It means that we are exploring Far Eastern studies as a necessary addition to our curriculum.

To: Status of Women Sub-Committee

Not one child is given the choice of parents. We could all have been born into any surrounding in any part of this world and the majority can say that the necessities were provided for comfortably. We also believe that a far greater life was given to us by destiny. Joan Morse not only provided a stable secure home life but also nurtured our inner lives. She is a strong woman of conviction, principled in her beliefs without being judgemental of others.

Having her as a mother allowed us to gain the same inner strengths to be able to stand strong. Joan is a creative person and a problem solver. I can remember having many debates over the supper table on topics ranging from family life to world politics. We learned at an early age that there are reasons and motives for everything. We would examine the process of common sense. She used to say that having knowledge was the first step; presenting it was another. When we were 6 and 8 she would play word games with us where we would have to think of verbs, adverbs, nouns, adjectives and we would also get special recognition if we could use new big words in our everyday dialogue. It was fun; we enjoyed the game and it gave us very good grounding for our later years.

Mom would never tell us what to do. She was always there when the going got 'rough'. She was loving, affectionate, concise and focused. The door was always open for us not matter what and it still is. It is curious that through the eternal process of life and experience, you begin to see each situation from several different angles. Now that we are grown and Shelley has children of her own we realize just how narcissistic the child's state of mind is and we understand how great an achievement it is to keep the love, loyalty and communication as open and effective as she has managed to do.

We are united in our belief that Joan Morse is a very special mom and we hope we are positive an influence in our children's lives as she has been in ours. She could not have given us any greater legacy in life.

Sincerely,

Heather and Shelley
(Morse)



SHERWOOD SECONDARY SCHOOL

25 HIGH STREET

HAMILTON, ONTARIO

TELEPHONE (416) 383-3377

L8T 3Z4

OCT. 24. 1991

RE: MRS. E.J.MORSE

TO WHOM IT MAY CONCERN,

I HAVE THE PLEASURE OF WORKING WITH MRS. MORSE AS HER ADMINISTRATIVE ASSISTANT AT SHERWOOD SECONDARY SCHOOL. I HAVE SERVED HER AT SHERWOOD SINCE SHE WAS APPOINTED PRINCIPAL THREE YEARS AGO.

MRS. MORSE IS A WOMAN OF PRINCIPLE AND IDEAS. WHILE AT THE SCHOOL SHE IS ONLY INTERESTED IN HER STUDENTS, HER STAFF AND HOW SHE CAN HELP THEM. SHE ADMINISTERS OUR SCHOOL BY PROVIDING LEADERSHIP AND ENCOURAGEMENT TO ALL. MRS. MORSE PREFERS TO USE ENTHUSIASM RATHER THEN AUTHORITY AS A MEANS OF ADMINISTRATION. SHE WILL HOWEVER USE AUTHORITY IN THE EXTREME SITUATIONS WHERE IT IS THE ONLY ROUTE.

JOAN MORSE HAS HELPED ME TO REALIZE GOALS AND AMBITIONS FOR OUR SCHOOL. SHE IS CONSTANTLY ENCOURAGING ME AND SHOWING ME HOW TO REACH THESE GOALS WITHOUT LETTING PROBLEMS OR ROADBLOCKS CLOUD THE ISSUES. SHE IS DEFINITELY A WOMAN OF VISION. JOAN DOES NOT LET THINGS TAKE HER CONCENTRATION AWAY FROM HER VISION FOR OUR SCHOOL.

AS A RESULT OF MRS. MORSE'S ABILITY TO COME UP WITH AND INITIATE NEW IDEAS, WE HAVE ONE OF THE MOST EFFICIENT AND MODERN OFFICES IN THE SCHOOL SYSTEM. WE WERE THE FIRST SCHOOL TO COMPLETELY COMPUTERIZE OUR SCHOOL OFFICE PROVIDING BETTER SERVICE TO OUR STAFF AND STUDENTS. WITH HER GUIDANCE WE ELIMINATED THE FRONT COUNTER APPROACH TO DEALING WITH

STUDENTS. OUR STUDENTS APPROACH OUR SECRETARIES AT THEIR DESKS, THIS WAY THE SECRETARY HAS ALL THE INFORMATION REQUIRED AT HER FINGERTIP TO HELP THE STUDENT. THE STUDENT GETS THAT MUCH DESERVED INDIVIDUAL ATTENTION.

I ENJOY WORKING WITH MRS. MORSE AND AM LOOKING FORWARD TO SERVING WITH HER FOR MANY YEARS.

YOURS TRULY,



GERRY COOPER
ADMINISTRATIVE ASSISTANT
TO THE PRINCIPAL.

*"I believe in empowering people
to take responsibility."*

"TEACHERS CHOOSE TO BE
TEACHERS BECAUSE THEY
WANT TO HELP. IF YOU
STRESS AND ABUSE THEM,
THEY BECOME JADED AND
BITTER. IN ORDER TO
REVITALIZE THE
EMBITTERED TEACHERS, IT
IS NECESSARY TO INCLUDE
THEM IN DECISIONS. WHEN
YOU WORK THROUGH
CONSULTATION, EVERYONE
UNDERSTANDS THE REASONS
FOR DECISIONS AND MORE
POSITIVE OUTCOMES ARE
POSSIBLE."

E. J. M.

Tough and tenacious -- probing and listening -- encouraging
and supportive -- Joan Morse never lets you off the hook!
She always forces people to come to grips with what they
believe about education. "What do you believe?" "What do
you need to do now?" "I refuse to make that decision,
because you need to have ownership of it. What do you need
to have in order to decide?"

114 Princeton Drive
Hamilton, Ontario
L8T 4B7
October 10, 1991

Hamilton Status of Women Committee

Re: Joan Morse, Nominee
Woman of the Year Award (Communications)

To Whom It May Concern:

I have had the pleasure of knowing Joan for over ten years, as a colleague in education.

More recently, as Director of Youth Services for the Rotary Club of Hamilton Mountain and currently as the Interact Chairman. I have had a renewed opportunity to work with Mrs. Morse in her capacity as Principal of Sherwood Secondary School.

As long as I have known Joan (and it is certainly true now) she has been an open, honest and receptive person in the community. She has always made a special effort to keep the "lines of communication" open - a good listener with an empathetic ear for both children and adults, alike.

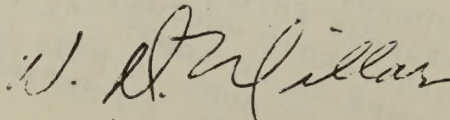
As a family living in this community, my wife and I enjoy her school's informative and inspiring newsletters.

The Rotary Club has been most appreciative of the warm reception afforded our members (myself included) at her school. Through her kind permission and involvement we have been able to identify young people for special conferences and awards.

Her warm, sincere, effervescent personality makes it so much easier to approach her, and thus in the spirit of full co-operation, accomplish those tasks that are so beneficial for today's Youth.

It is then, with great pleasure that I endorse Joan Morse for this prestigious award.

Yours truly,



William D. Millar, B.A., M.Ed.
Rotary Club, Hamilton Mountain

Dear

After much deliberation, Sherwood's Cabinet decided that its priorities are:

The Secondary School Review
The System's Program Priorities
The Transition Years

in that order.

Consequently, as a group we will concentrate our deliberations on The Secondary School Review.

As a school, we have responded to the Program Priorities and essentially are aware of the system's direction. We feel that at this time, our influence and impact on this document and its direction have been made and we now are monitoring the overall effect of the whole system's input on the conclusions which have been made. We are beginning to read some of these in the newspapers, and understand some of the impact this will have on us.

We are familiarizing ourselves with the Transition Years' document as well. We are aware of the directions embodied in that document as well. However, we do not feel that our input will affect provincial trends to any great degree and believe that the main purpose of the exercise is to acquaint us with provincial directions. As a group, we are wrestling with the implications of these in terms of the system's and the school's response. This is not an easy task. It is not a task to be taken lightly. It is not a task we feel we can deal with as a reasoned group response in the timelines given.

So we are zeroing in on the Secondary School in light of the system's and provincial directions to ensure that we concur with the interpretation and application of these changes on Hamilton's Secondary Schools. We feel we can deal with and more directly influence the direction of change if we address this document since it is our bailiwick and a key system direction is decentralization.

We understand the responsibility we have towards preparing ourselves for the coming changes in education. This we feel we can manage and manage well. We just do not feel we can manage equally as well the timeline restrictions as all three documents hit the road at the same time.

Since many of the themes are interwoven: the image of the classroom, the image of the teacher, the image of the learner, and since we are aware of these, and the impact on the school, we are looking for congruency between stated philosophy and application at our level. We are trying to

assess what we must do to position ourselves so we can best serve our students. We are trying to manage our planning in light of all these changes.

As a Cabinet, we feel the added responsibility, and the redefinition of the role of Department Head means that:

- a.) more time is required with school-based management, and
- b.) a more focussed approach is necessary.

*"I believe that lack of communication
is the source of most problems
between people."*

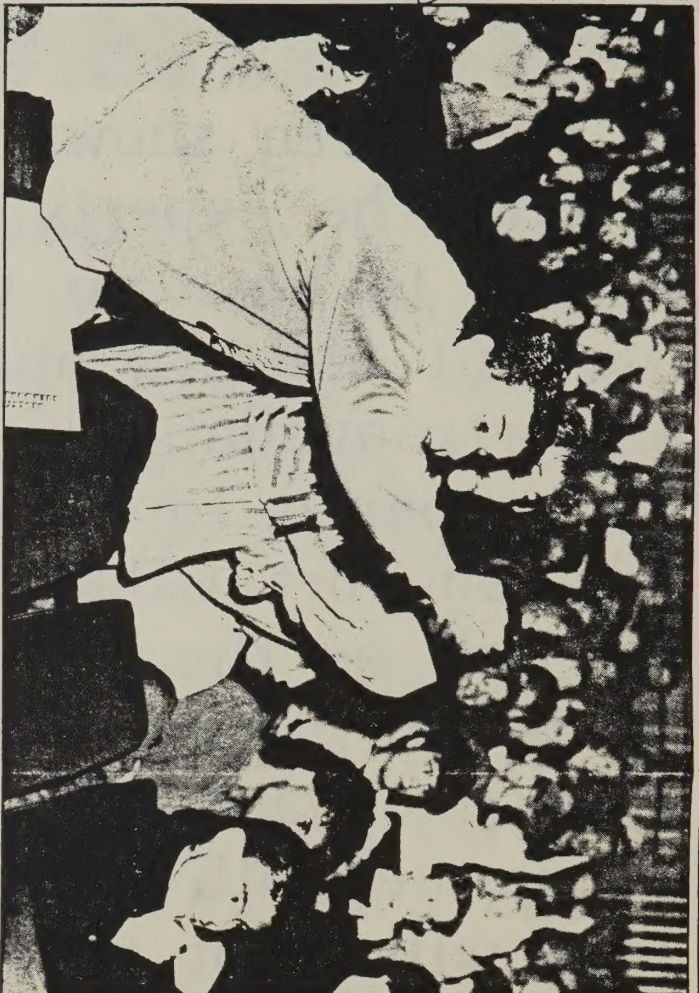
Joan Morse is the consummate leader because she teaches her colleagues to communicate more effectively with each other. When she first came to Sherwood, she arranged for the Heads of Department to go on a retreat. The theme for the day was communication. We had each completed the Meyers-Briggs Personality Profile questionnaire earlier, and at this session, we examined the connections between our results and the way we communicate with each other. The Heads of Department in a secondary school are very much a problem-solving group. Our characteristic ways of responding to each other, working through difficulties, and tackling to each challenges needed to be broken if we were to make progress. Joan gave us the opportunity to understand why we related the way we did, and, by doing so, offered us alternatives and invited us to work together in a more powerful way.

SOME CONSIDERATIONS

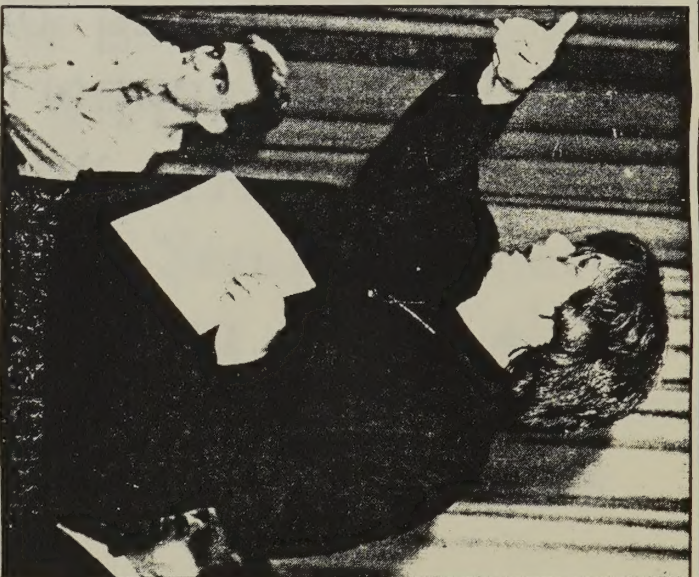
- Your teaching staff needs to be very knowledgeable about your school's situation. Remind them to keep focussed on their own school. All concerns must be treated as genuine no matter who is expressing them.
- Involve your Student Council. Use them when students are not willing to listen to "authority". Have them listen to the concerns, then explain why they chose to deal with the situation differently. Get their feedback to use in your newsletters.
- Have all information pertinent to your school available in the office for distribution on request. Send newsletters home to parents informing them about the existing situation and letting them know they can contact the school for more information.
- Give pats on the back to the non-teaching frontliners e.g. cafeteria and office staff. They will be dealing with tensions which, if not handled diplomatically, can lead to further problems.

- If Stan Grey shows up call the police.
- Involve the experts immediately. The best person to have on your team is Bill Ferris. He can identify and arrange to have the experts available.
- Be prepared to talk to the media, O.S.S.T.F. who support C.U.P.E., the Dept of Health, as well as the Ministry of Labor.
- Share all information gleaned with other principals and Bill Ferris.
- Cooperate with your O.S.S.T.F. Branch Pres. who will want to show the C.U.P.E. video and do a survey of your staff.
- Identify key support in your community and keep them updated.

Tues Nov 28 Spec



An angry student lashes out at Sherwood principal Joan Morse, right, during a meeting yesterday concerning fears of asbestos at Sherwood Secondary school.



Ted Breilsford, The Spectator

Sherwood students unleash anger over asbestos fears

By JILL MORRISON
The Spectator

THEIR ANGER is fuelled by fears of the dangers of asbestos.

And their frustration is motivated by concern that no one is giving them the full story.

During a heated meeting at Sherwood Secondary School yesterday, students lashed out at principal Joan Morse and officials from the Hamilton Board of Education about the possible hazards from asbestos in their school and the apparent lack of action by the board to remove the material.

Sometimes speaking above hissing and booing students, Ms Morse attempted to quell fears by stating that the Ministry of Labor found asbestos in the High Street school attended by nearly 1,200 students, but that it doesn't pose a safety problem.

Last week, three of the school's cleaners refused to work after asbestos was found above the third floor. The Canadian Union of Public

Employees, which represents the cleaners, has charged the school is unsafe unless all of the asbestos is removed.

"I understand you're concerned because I was concerned," Ms Morse told students. "How do you think I felt last week?"

Ms Morse added that a written report on the Ministry of Labor's findings is expected to be available soon.

Added Bill Ferris, administrative assistant to the director of the Hamilton Board of Education: "We do have asbestos ... we know of its dangers ... and we also know we can't get rid of it, it's in our environment."

Asbestos is a natural material used in many everyday items such as oven mitts and ironing boards, he added.

"Sherwood is safe," said Mr. Ferris. But students were far from satisfied.

"Why aren't there any union representatives here?" yelled one student in the crowd of several hundred during the meeting. The question was not answered.

Contacted later by The Spectator, Dave Ward, chief steward for CUPE Local 134, said the union was not invited to speak at the student assemblies yesterday.

"Is the board covering this up because they refuse to spend the money?" asked another student. That question too was not answered.

Many students clutched leaflets given to them by union representatives when they entered school yesterday morning.

One of the items, a seven-page article written by union officials, contains statements such as "asbestos has killed and crippled thousands of Canadians," and "the deadly dust is also present in significant quantities in our schools."

It further states Sherwood "has been found to have damaged

"I think there's a good chance of us breathing in enough of this that 20 years down the line some of us could get cancer or get sick."

- Robin King

asbestos sprayed all over its ventilation system" yet the board's solution is to "replace the missing ceiling tiles and leave the fallen asbestos debris in place."

Some union representatives said those handing out the leaflets were ordered off school property by Sherwood officials.

Grade 12 student Robin King said she isn't sure who to believe on the issue.

But, she added, "I think there's a good chance of us breathing in enough of this that 20 years down the line some of us could get cancer or get sick."

"The information we've been getting (from the union and the school) is contradictory," said Miss King. "We're just trying to figure out why both sides are contradicting one another."

The best way to resolve the furor over asbestos at Sherwood is to remove it, said 18-year-old Karen Huber. Her friend Shauna Pirloffe, 17, added students are upset because they feel there's little they can do.

"Protesting is all we can do," she said. "All of the school has to be involved. If not, nothing will be done."

Later yesterday, more than 100 students demonstrated outside the school to draw attention to their concerns. Police were notified shortly afterward to help control the protest.

SHERWOOD UPDATE TO PARENTS AND STUDENTS

BACKGROUND

Last July when I became principal of Sherwood, I was informed that the Board of Education was addressing the problem of asbestos. In the files, I found a letter dated June 14, 1989 which I have included as Appendix #1.

All staff were required to attend a training program. The format followed is laid out in Appendix #2.

At the end of August, there was a news release update (see Appendix #3) on the Hamilton Board's plan for asbestos control, and a fact sheet was distributed to students (see Appendix #4).

On September 1, 1989, O.S.S.T.F. distributed a Health and Safety Bulletin to the teaching staff (see Appendix #5).

An asbestos inventory for Sherwood was received on August 31 (see Appendix #6) and made available to the staff.

RECENT EVENTS

Two weeks ago, after a heavy rainfall, concern was expressed that the 3rd floor encapsulation had been affected. A contractor came to inspect the area in question concluding the area was safe. Not all the maintenance staff were convinced; therefore, called in their representatives. The CUPE representatives were not satisfied with the Board inspector's assurances resulting in the Ministry of Labour's involvement. The school was given an oral report by the Ministry of Labour. It was decided on Friday, November 24th to announce to the students that all information pertaining to this situation would be given at an assembly on the Monday morning. This information was written up in the Spectator. Before the school had an opportunity to make this presentation, the CUPE representatives distributed pamphlets asking why they were not allowed to address the assembly. November 27th the school issued the fact sheet reproduced below:

At Sherwood, work refusals centred around a belief that: "asbestos present in the third floor air return plenum could be hazardous to their health".

An air sample test taken on the third floor by the Board's asbestos consultants on November 15 revealed negligible levels of asbestos fibres in the air.

Subsequently, the Ministry of Labour's thorough investigation included the school's ventilation system. They also inspected the first, second and third floors to determine the locations and condition of asbestos. Nine classrooms and corridor areas were selected by the union and Ministry for inspections above the ceiling tiles.

The Ministry of Labour's report which was issued today gives Sherwood a clean bill of health. It states:

"The sprayed on material in the return air plenum is adequately encapsulated and the probability of significant airborne asbestos generation, in the absence of disturbance is low, and the worker's health and safety is unlikely to be endangered by occupying the school building."

Handouts printed and distributed by the Canadian Union of Public Employees are misleading, and their claims through the news media continue to be unfounded, particularly in light of today's ruling by the Ministry.

The Board remains committed to maintaining a healthy and safe learning environment in all schools. Special measures include:

- a detailed asbestos inventory being completed
- a board management asbestos plan being continually refined
- procedures to monitor all schools on a regular basis.

If you have questions, please call. . . 383-3377.

Parents who require further information re the procedures followed can pick up a copy of the Ministry of Labour's reports on the asbestos situation at Sherwood from the Main Office.

The Board of Education for the City of Hamilton

JUN 22 1989

OFFICE OF THE
DIRECTOR OF EDUCATION AND SECRETARY



MAILING ADDRESS
P.O. BOX 2558
HAMILTON, ONT.
L8N 3L1

100 MAIN STREET WEST
HAMILTON, ONT.

TELEPHONE (416) 527-5092

FAX (416) 521-2536

June 14, 1989.

TO: All Employees of the Hamilton Board of Education

RE: Asbestos Hazards

Asbestos has been used in our schools for applications such as fireproofing, insulation, decoration, etc. When the hazard to health was generally accepted, the Ministry of Education authorized a program of encapsulation or removal. Much of this work was completed over ten years ago, but now some of the encapsulated material may have deteriorated, exposing the material underneath.

There is reason to believe that some of the exposed material may be asbestos. The Board has embarked on a program to inventory all known locations, and to mark these locations on a plan to be placed in your school's Material Safety Data Sheet binder. Until this process can be completed, the following precautions should be observed for the safety of yourself and your students:

1. If any suspected asbestos material becomes exposed, notify your principal immediately.
2. Ensure that the exposed material remains isolated and undisturbed until further instructions from the Plant Department of the Board. Do not attempt to tape or sweep away any undisturbed material. Assume that all pipe wrappings and insulation are indeed asbestos.
3. Certain areas of your schools and work areas have been signed to alert outside contractors of the situation. Do not enter or work in those areas without direction.
4. Please check your classroom and/or work area for possible deterioration of encapsulation and report any unusual situation to your principal.

If you are concerned about your possible exposure to asbestos, you may wish to consider a medical examination. Specialized examination and consultation is available under OHIP from a number of clinics and health centres. You may wish to enquire about this service through a doctor of your choice.

For further information concerning this matter, you are encouraged to contact the Health and Safety section, Human Resources Department, or your Union or Federation Health and Safety Representative(s).

Keith Rielly
Keith Rielly,
Director of Education.

KAR/as



THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

ASBESTOS TRAINING PROGRAM

July, 1989

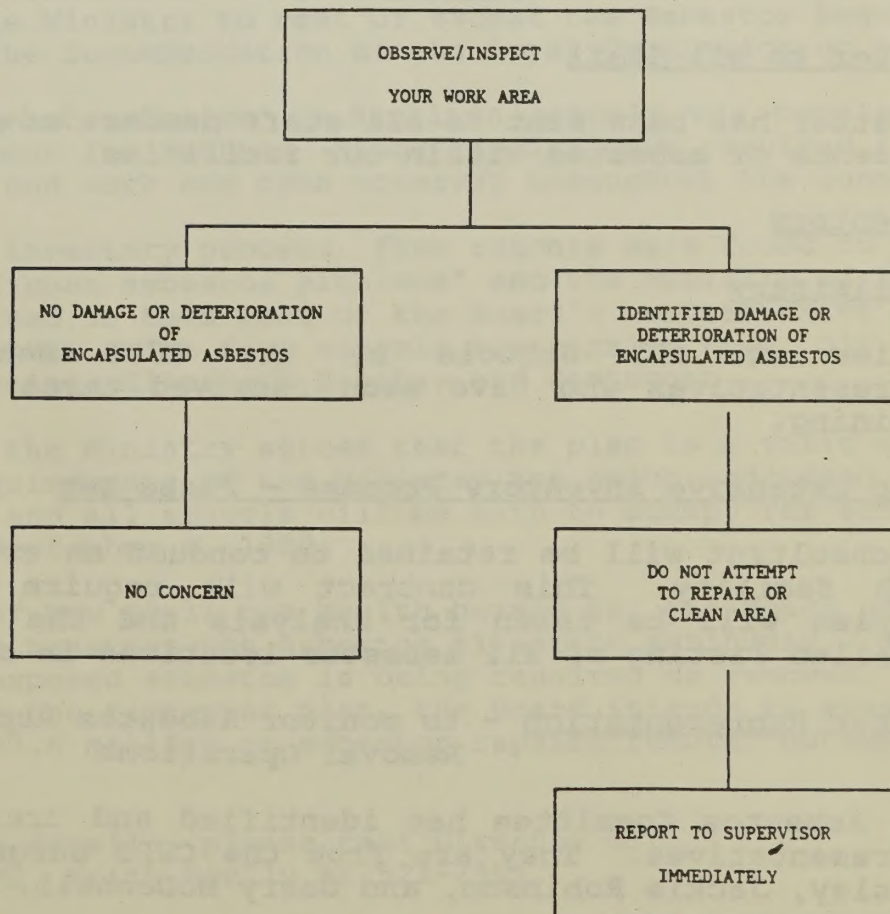
ASBESTOS PRESENTATION

- A. Introduction
 Why We are Here
- B. Asbestos: The Mineral
 Original Form, Mined?
 Video
- C. Health Effects
 - Slides, Models
- D. Legislation
- E. Asbestos Uses
 General and Board Use
 Board Locations/Procedures
 Types I, II, III
 Repair Removal Procedures
 Respirators, Protective Equipment
- F. Board Employee Procedure
- G. Wrap Up

RULES FOR WORKING IN PROXIMITY
TO ENCAPSULATED ASBESTOS

1. Report all damaged encapsulation immediately to your supervisor.
2. Never attempt to repair damaged encapsulation yourself.
3. Never clean up fallen suspected asbestos material. This must be done by Trained Personnel following specific procedures.
4. If a significant amount of asbestos material is exposed, the area must be isolated until repair can be completed. Your supervisor will get assistance/direction on this matter from the Plant Department.

You have the right to refuse unsafe work under the conditions of the Occupational Health and Safety Act. If you choose to invoke this right, you must notify your supervisor immediately.



THE BOARD'S ASBESTOS PROGRAM

1. Compliance with Legislation

This Board intends to be in compliance with the M O L's Asbestos Regulations.

2. Training

All staff who work in proximity to asbestos containing material will be trained. This includes custodial, secretarial and teaching groups, supervisors and principals.

3. Notification of Contractors

Contractors coming into our facilities will be notified in two ways:

- (i) A written statement on the purchase order.
- (ii) Signs which have posted in:

Mechanical Rooms
Boiler Rooms
Tunnels

4. Letter to All Staff

A letter has been sent to all staff members advising them of the presence of asbestos within our facilities.

5. Inventory

Preliminary

Review of all Schools by the CUPE Health and Safety representatives who have each received three days of asbestos training.

6. More Extensive Inventory Process - Phase Two

A Consultant will be retained to conduct an extensive review of each facility. This contract will require that work place samples will be taken for analysis and the preparation of a detailed listing of all asbestos locations in our facilities.

7. Worker Representation - to monitor Asbestos Repairs and/or Removal Operations

The Asbestos Committee has identified and trained three worker representatives. They are from the CUPE bargaining unit - Orv Grasley, Jackie Robinson, and Gerry McDonnell.

NEWS RELEASE

BOARD OF EDUCATION FOR THE CITY OF HAMILTON



August 30, 1989

APPENDIX 3

**OCCUPATIONAL HEALTH & SAFETY BRANCH
OF ONTARIO MINISTRY OF LABOUR
RESPONDS TO HAMILTON BOARD OF EDUCATION'S
PLAN FOR ASBESTOS CONTROL**

The Ministry of Labour, this morning, responded to the Board's **Asbestos Control Plan**.

In judging the adequacy of the Asbestos Control Plan, the Ministry stated:

"Short-term measures proposed by the Board when implemented will alleviate the current potential exposure for asbestos..."

Long-term provisions as they relate to asbestos removal were deemed by the Ministry to meet or exceed the Asbestos Regulation 654/85 and the recommendation of the Royal Commission on Asbestos.

An **inventory of asbestos** in Hamilton schools was completed during the past few months. Minor repairs were required in nearly all schools and work has been underway throughout the summer.

Through the inventory process, five schools were found to have "more significant asbestos problems" and the Ministry of Labour became involved in this part of the Board's comprehensive plan for asbestos control. The five schools are Ainslie Wood, Sir John A. Macdonald, Delta, Elizabeth Bagshaw and Westmount.

In general, the Ministry agrees that the plan is a valid one. Specific requirements of the Ministry are being addressed immediately and all schools will be safe to occupy for school opening on September 5, 1989.

Regardless of how small the health hazard is, the Board of Education is treating the asbestos situation seriously. All damaged or exposed asbestos is being repaired or removed. According to the five-year plan, the Board intends to spend upwards of \$7.6 million on asbestos repairs/removal between now and 1994.

For complete details, please call Director of Education, Mr. Keith Rielly at 521-2501



FOR FURTHER DETAILS, CONTACT INFORMATION OFFICER NORM FORSTER — (416) 527-5092
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON, 100 MAIN STREET WEST, P.O. BOX 558, HAMILTON, ONTARIO L8N 3L1

-Revised Thursday
afternoon, August 31, 1989

ASBESTOS--What Are The Facts?

Is It In Our School ?

Controversy has arisen throughout the summer regarding asbestos in Hamilton schools. I want to update you with the facts as they relate to the general issue, and particularly as they relate to our school.

Background:

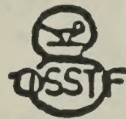
Until 1977, asbestos was used in nearly all buildings. It was recommended in the building and fire codes for insulation and fire protection. As would be expected, nearly all homes and public buildings, including schools, contain asbestos building materials.

Since 1978, exposed asbestos has been recognized as a health hazard. Encapsulated (sealed with a protective covering) asbestos poses no health problem. The Board of Education, acting on the advice of the Ministry of Education in 1978, undertook encapsulation and repair work. During the intervening years, exposed and damaged asbestos has been repaired when identified.

More recently, as a result of greater staff awareness through an asbestos control regulation and through the Workplace Hazardous Materials Information System (WHMIS), much more thorough scrutiny has been taking place.

During the past few months, an inventory of asbestos in Hamilton schools was completed. Minor repairs were required in nearly all schools and work has been underway throughout the summer.

Through this inventory process, five schools were found to have "more significant asbestos problems" and the Ministry of Labour became involved in this part of the Board's comprehensive plan for asbestos control. The five schools are Ainslie Wood, Sir John A. Macdonald, Delta, Elizabeth Bagshaw and Westmount.

HEALTH & SAFETY BULLETIN**number 1**

September 1, 1989

ASBESTOS

As you are by now aware, thanks to our colleagues in CUPE, significant health hazards due to the presence of asbestos in our schools have been identified. In particular, four secondary schools - Delta, Macdonald, Ainslie Wood, and Westmount - have been noted as requiring immediate remediation.

You will receive, on Sept. 5, a good deal of information about what the Ministry of Labour has ordered the Board to do from your principal and/or other Board officials. You will have also seen and heard a good deal in the media on this topic.

Our position is that your health and safety are the paramount concern.

Your President has been monitoring this situation during the summer and has had meetings with Board officials and Ministry of Labour personnel, recently on a daily basis. The Ministry has told us that, provided the Board has complied with Ministry orders, the schools will be safe to work in on Sept. 5. Those areas which are unsafe will be isolated until repairs can be effected. You must therefore abide by all posted signs and not enter identified areas despite the inconvenience this may cause. Asbestos is toxic.

One major problem we face is that there is inadequate provision for ensuring that the Board and the contractors have, in fact, completed repairs properly so that the hazard is removed since the Ministry is not obliged to reinspect work done to comply with one of its orders.

We urge you most earnestly, therefore, to take the following steps:

1. Ensure that the principal informs all staff of the location of asbestos in the building and of the nature of any repair work carried out. (This information will be available in schools on Tuesday.)
2. Verify by personal inspection what you have been told about any area in which you work.
3. If you feel you have reason to believe that your work environment is still unsafe, exercise your right under legislation to refuse to work. (Procedure on back) Should you do this inform District Office immediately.

Finally, do not allow the very emotional and controversial publicity which has surrounded this issue to obscure the fact that serious health hazards have been identified in schools in Hamilton - all parties have no disagreement on this. Further bulletins on this matter will follow.

G. Price
President

D. C. Allen
Vice-President

J. Reiser, District
Health & Safety Officer

—Your Health - Your Safety—

In general, the Ministry agrees that the plan is a valid one. In judging the adequacy of the Board's Asbestos Control Plan, the Ministry stated:

"Short-term measures proposed by the Board when implemented will alleviate the current potential exposure for asbestos..."

Long-term provisions relating to asbestos removal were deemed by the Ministry to meet or exceed the Asbestos Regulation 654/85 and the recommendation of the Royal Commission on Asbestos.

Regardless of how small the health hazard is, the Board of Education is treating the asbestos situation seriously. All damaged or exposed asbestos is being repaired or removed. Where some work is still under way, the areas have been isolated and will remain that way until the work is completed. Between now and 1994, the Board intends to spend upwards of \$7.6 million on asbestos repairs and removal.

Asbestos Awareness Opportunities:

The Board sees the most effective way to ensure that all asbestos is carefully maintained is to make employees knowledgeable. Asbestos awareness training is being provided for all staff so that everybody can become part of the daily monitoring of the state of asbestos in schools.

Any member of the community who wishes to take part in an asbestos awareness training session is invited to call the Board's Occupational & Health Safety Officer, Bill Urie, at 527-5092, ext. 246.

Asbestos in Our School:

-We suggest that you describe the current situation at your school. What is in your school's asbestos inventory. Is there any work remaining to be done. If so, when is completion expected.

-Explain what asbestos awareness opportunities are going to take place at your school. Reiterate the general invitation for any interested person to take part in the Board's asbestos awareness training.

The Board of Education for the City of Hamilton



AUG 31 1989

100 MAIN STREET WEST, P.O. BOX 558
HAMILTON, ONTARIO, CAN. L8N 3L1
TELEPHONE (416) 527-5092
FAX 521-2536

August 30, 1989.

TO ALL PRINCIPALS,

Enclosed you will find an Asbestos Inventory which was completed on Board properties during July and August 1989.

Please keep this Inventory where all staff and any Contractors doing work in your building may have access. In fact it should be looked at by the Contractor before work commences.

JR:bb

A handwritten signature in dark ink, appearing to read "J. Riley".

J. Riley,
Manager, Engineering and
Maintenance.

Encl.

SHERWOOD'S SITUATION - DEC. 6

The name of the game is EDUCATION. Sherwood is an environmentally concerned school. We want it to be an ENVIRONMENTALLY RESPONSIBLE school. We want students to be aware of:

- the different types of asbestos,
- methods of dealing with each type e.g. encapsulation, sealing,
- the importance of maintaining the building so that the methods used continue to ensure a safe environment,
- the existence of asbestos as a fire retardant in public buildings built prior to 1978. This includes hospitals, union halls, and some industrial work places,
- ALL the issues involved at Sherwood.

Last week at Sherwood, the cleaning, office and teaching staffs were addressed by Lee Jones of PINCHIN and ASSOCIATES. He answered questions regarding the presence of asbestos in the school, and assured them the school was safe. Next, he spoke to the Student Council and answered their concerns. The next day, Council members visited classes responding to student inquiries. If there were further concerns, the office could be contacted and an administrator would be available to talk to their class.

Information about asbestos such as The Harvard Report, and reports specifically on Sherwood have been made available on request in the main office. In addition, the Board has established an ASBESTOS HOTLINE: 521-2508.

IS THE SCHOOL A SAFE ENVIRONMENT?

Yes! reports the Ministry of Labour.

Yes! says the Department of Health.

On Tues. Dec. 5th, an inspector, and two physicians from the Dept. of Health toured Sherwood. Their verbal report will be followed by a written letter stating the school is a safe environment. Upon receipt, this letter will also be available on request.

action has been taken to date and declared the environment SAFE. Each and every one of us has a responsibility to maintain the integrity of the building. The doctors from the Department of Health expressed a willingness to speak to interested students and a session will be arranged. A new club is being organized under the Student Council auspices.

Having asbestos in a building does not necessarily make it unsafe to occupy. If asbestos is in a sealed (encapsulated) state, it is safe for everyone occupying the building. In Sherwood, the approach has been to maintain the asbestos in a safe state of repair through regular monitoring and repair work immediately and according to accepted practices laid down by the Royal Commission. Removal is not always the best route to go. At this time, a detailed inventory is being completed for every school in the system by two highly specialized consulting firms. This will be used to determine the full extent of corrective work which should be undertaken safely without wasting taxpayer money.

WHAT IS BEING DONE?

For an overview of the Board's corrective action on asbestos, refer to the attachment. In Sherwood inspectors have verified that proper corrective



The Relative Health Hazards of Asbestos

The relative health hazards posed by asbestos are set out in a document, The Report of the 1984 Royal Commission on Matters of Health and Safety Arising from the Use of Asbestos in Ontario.

Additional information has been published recently, including the December, 1988 Summary of the Harvard University Symposium on Health Aspects of Exposure to Asbestos in Buildings.

Coming out of the Royal Commission Report were the Regulations Respecting Asbestos on Construction Projects and in Buildings and Repair Operations Made Under the Occupational Health and Safety Act, effective March 1986.

If we accept that there is a certain amount of risk in most activities, such as smoking or driving our cars, then we can place the issue of asbestos in buildings into perspective.

The Harvard study notes comparative lifetime risks of premature death in the United States per 100,000 people due to a variety of activities, including:

- Smoking - 21,900 deaths
- Motor Vehicle Accidents - 1,600
- Bicycling - 75
- Diagnostic X-rays - 75
- Lifetime risk of premature death from asbestos-related lung disease is less than one per one hundred thousand population.

Further, the Royal Commission states, ***"We have found no evidence that disease afflicts individuals who breathe asbestos in the outdoor air or inhale it as occupants of asbestos-containing buildings."***

From the most authoritative research available and from careful inspection of our buildings, it can be concluded that no significant health risk exists to the occupants of Hamilton Public Elementary and Secondary Schools.

Overview—Asbestos in Schools and Asbestos Corrective Work in Progress

In most public buildings built prior to 1978, asbestos was used as a fire retardant applied to structural steel beams underneath roof systems and as a mechanical system insulation (boilers, steam lines, etc.). Between 1974 and 1979, the use of asbestos in new construction was limited, as the hazards associated with the product became more widely known.

In 1979, the province provided Ontario School Boards with a \$26 million grant to encapsulate, repair or remove asbestos materials. The Hamilton Board of Education chose to encapsulate asbestos-containing materials within our schools. A number of school facilities had remedial action taken at that time.

In 1984, in response to public concern, the government established a royal commission to investigate asbestos use in public buildings and whether or not its use jeopardized the health and safety of the occupants. The commission found that asbestos in the form of chrysotile and amosite had been widely used in a large number of multi-story buildings including offices, schools, factories and air terminals. It determined that asbestos is a potentially serious hazard to workers who are directly engaged in such construction-related activities as asbestos removal and building demolition, or who are involved in a variety of building maintenance activities.

The second finding was that "the inhalation of chrysotile and amosite fibres by building occupants almost never poses a health hazard except if particularly elevated exposure is caused by the disturbance of asbestos, especially during removal projects."

More importantly, they concluded that "the air in buildings with sprayed-on asbestos-containing insulation usually averages less than the equivalent of an optical fibre count of .001 fibres per cubic centimeter of air, and that the highest readings would rarely exceed .01 fibres per cubic centimeter of air." They noted that the environmental guideline for outside air is .04 fibres per cubic centimetre of air. They also noted that "we are all exposed to asbestos because it is in the water we drink and the air we breathe. Counts of up to 4 million fibres per litre of drinking water have been found in southern Ontario."

Asbestos is generally present in outside air and levels have been detected on busy highways where vehicle braking action, as expected, releases fibres.

The Commission noted that "numerous Ontario School Boards have made massive efforts to remove asbestos from schools in direct response to parental apprehension concerning the health of their children. The health risk to students remains insignificant because the level of exposure in the asbestos-containing schools has, in general, been so low."

"The exceptions are found in those instances where loose asbestos is being actively disturbed or is falling from ceilings. With these exceptions, the program for removing asbestos from all asbestos-containing schools was not justified by the health risk posed to students. Neither the scale nor the pace of the asbestos removal were warranted. If anything, the scale and pace of the program significantly increased the risk to school workers directly engaged in asbestos control projects. 'Crash' programs invariably mean that



inexperienced contractors and personnel will enter the field."

The Commission went further to provide a set of recommendations for the undertaking of asbestos repair and removal. These recommendations developed into the Regulation Respecting Asbestos on Construction Projects and in Building Repair Operations which was passed in 1986. The regulation outlined specific procedures to be followed during repair or removal of asbestos. The Hamilton Board of Education believed they were in compliance with this regulation as they hired outside asbestos contractors for all asbestos renovation work.

In 1988, during the Workplace Hazardous Materials Information System training of custodial staff, some concerns were expressed regarding the activities of asbestos contractors while conducting work in our facilities. The Safety Department prepared to respond to these concerns.

The Plant Department embarked on the inventory process which is still underway. Progress is slow as it is necessary to review blueprints, tour facilities room by room, take samples and have the samples analyzed for percentages and specific types of asbestos. When the work is completed, drawings must be made identifying locations of asbestos. According to our schedule, it will take several months to complete an inventory of all school facilities.

Meanwhile, the Plant Department has developed a procedure which recommends that any

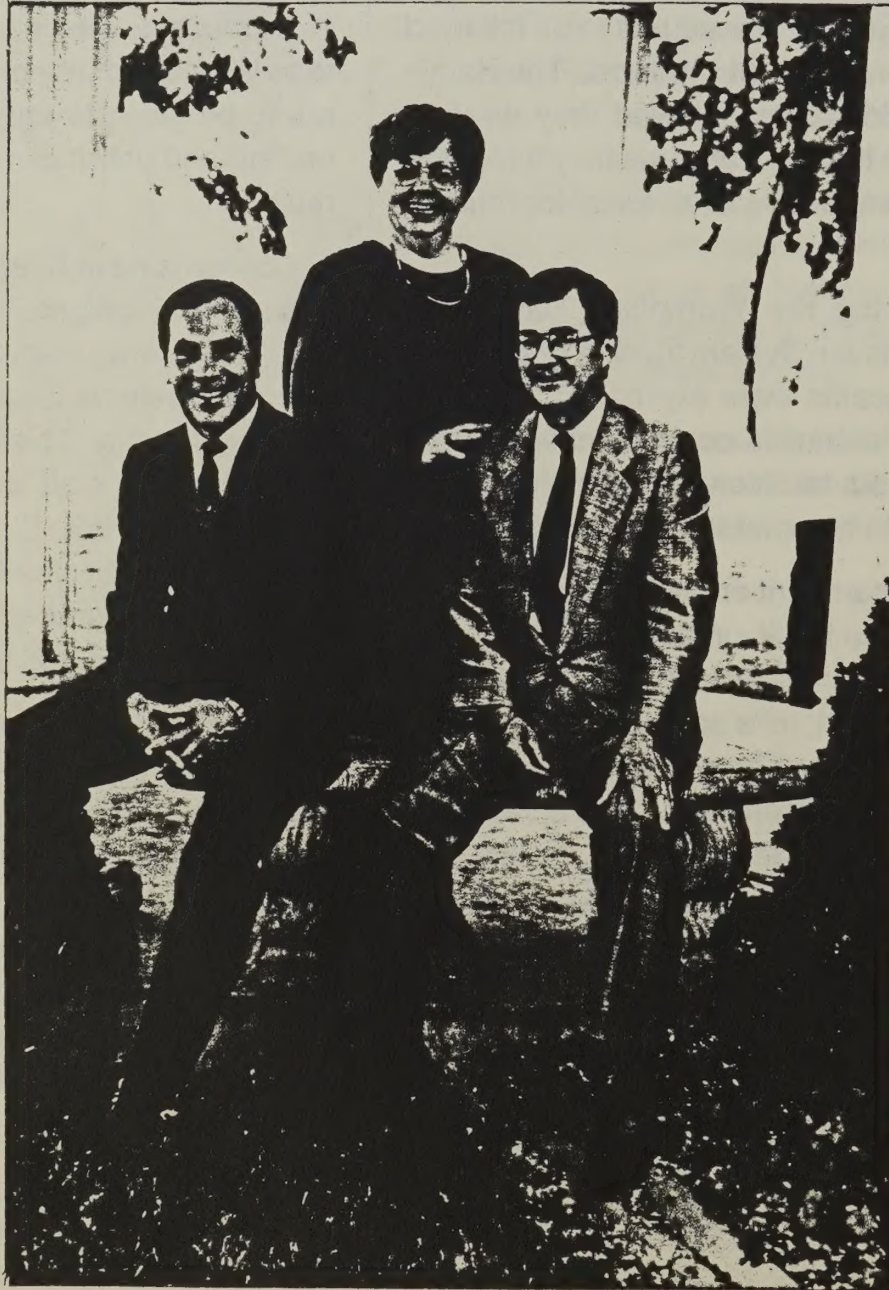
breakdown in encapsulation is to be reported immediately. If exposed asbestos is detected during school hours, it is to be reported to the Principal or Administrative Assistant--after school hours to the Caretaker. The Principal/Caretaker will review the files of the specific facility. If identity of the substance is in question, they will contact Jim Riley, Plant Department, at ext. 245.

Exposed asbestos--identified or suspected--is to be isolated until repair can be completed. Steps are to be taken to ensure that material remains undisturbed until it can be identified and properly repaired.

Concerns have been expressed regarding asbestos warning signs. In June 1989, a system was put into place whereby signs are posted in areas where asbestos is located and wherever staff will be doing repairs. This is a preventative measure to ensure that staff do not unwittingly cut into asbestos materials. Signs are also used to isolate areas where asbestos repairs are underway. The signs are not removed until the areas are thoroughly inspected and approved for occupancy.

In order to coordinate asbestos repairs and provide better information, a major Asbestos Response Team is now being developed, subject to Board approval. It will comprise a steering group consisting of the Director of Education and Senior Management. A special team will serve as the contact point and schedule all asbestos repair work. Three special Asbestos Field Units will do the work.

Joan and her vice-principals
1990-91



"I believe that differences can be a strength, and through collaboration, we can work towards the solution to any problem."

"MY JOB AS PRINCIPAL IN THE SCHOOL IS TO SOLVE COMMUNICATION PROBLEMS. INDIVIDUALS AND GROUPS MUST MEET, EXPLAIN THEIR PHILOSOPHIES, AND STATE THEIR EXPECTATIONS CLEARLY.

I BELIEVE THAT THE MORE POSITIVE THE INPUT YOU HAVE INTO A PROBLEM, THE BETTER THE SOLUTION ARRIVED AT. THEREFORE, I BELIEVE THAT LONG RANGE PLANNING IS MY STRENGTH." E.J.M.

In staff meetings, Joan makes her teachers work. She believes that "straight information" can be disseminated by memo, but the really critical issues that affect a school staff need the creative interaction of professional minds. She believes that a staff collaborate on the decisions that affect all aspects of school life. Her toughness and tenacity emerge when any staff member objects and wishes someone else to make the decisions. Collaboration is the best way to create "win-win" situations, Joan contends.

Westdale Secondary School
700 Main Street West
Hamilton, Ontario
L8S 1A9

Oct 11/91

To Whom It May Concern:

Joan Morse and I have been good friends for twenty years. During that time we have travelled together and shared many conversations about matters both personal and philosophical. Joan is a valued friend who has helped me to deal with many aspects of my life.

Between the years 1979 and 1983 Joan and I worked as department heads at Glendale. As a member of cabinet, I observed Joan's ability to focus discussion, to solve problems, to function as a respected leader among her peers. A school newspaper was a special project for her at Glendale and she trained many students to produce an informative and entertaining paper that was read by the entire school population. Another accomplishment during that time was Joan's organization of a memorable arts festival that involved all students, staff and numerous guest speakers. Joan was a role model of a very effective, caring professional who always had time and helpful advice for anyone who needed her.

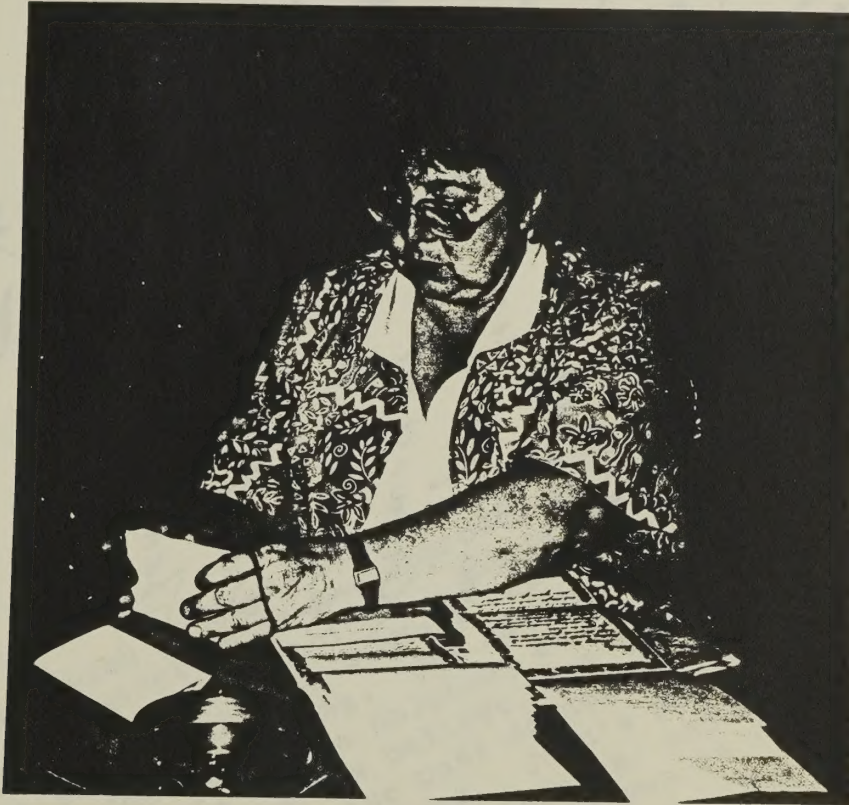
All secondary school teachers in Hamilton have recognized Joan's ability by naming her Teacher of the Year. I have been lucky enough to work with her and to count her as a friend. It is an honour to add my voice to those who nominate her for Woman of the Year, 1991.

Yours sincerely

Joyce McCorquodale

Joyce McCorquodale
Department Head, English

Joan takes the time to write to each person on staff at the beginning of each school year. As well, she regularly



writes thank-you notes for recognition of jobs well done.

May 2, 1991

Dear Sharon

Last night was a 28 year salute honoring your initiative and expertise in organizing the staff get together. Everyone had a wonderful time. It was smooth. It was appreciated. It will be the start of something good. And you were the catalyst. Thank you.

Sincerely
Jan Mire

*"I believe that I must meet the needs
of my staff and students
by listening effectively."*

When Joan works with students who are referred to her in the office, she is unwavering in her approach to make students understand that they have choices. She probes, listens, probes and listens until the student can no longer place blame where it doesn't belong. She always offers hope -- a change in the situation -- a solution to the problem. It is hard work -- making students believe that they have choices, and that wrong choices in the past do not condemn them to wrong choices all their lives. Joan's personal philosophy shines in her interactions with students, and her patience in helping them grow to understand themselves is inspirational.

"I BELIEVE THAT, IF
APPROACHED THE RIGHT
WAY, YOU CAN GET PEOPLE
TO DO ANYTHING, WHETHER
YOU ARE DEALING WITH
PARENTS, CUSTODIAL
STAFF, STUDENTS OR
TEACHERS.
THEREFORE, LISTENING
SKILLS ARE CRUCIAL.
I DETERMINE WHERE THEIR
NEEDS AND MINE COINCIDE;
WHERE DO THEY DIVERGE? I
EXPLORE THE AREA OF
CONVERGENCE
TO ATTACK THE AREA OF
DIVERGENCE. START WITH
THE COMMONALITY, THEN
AGREE ON THE AREAS WE
PRESENTLY DISAGREE ON.
PEOPLE NEED TIME TO
OUT THEIR FEELINGS
THEIR

Northwestern Ontario Region
Ministry of Education
P.O. Box 5000
Thunder Bay, Ontario
P7C 5G6
October 15, 1991

Ms. Evelyn Murie
Chairperson
Hamilton Status of Women Subcommittee
c/o Ms. Leann Yarwood
Sherwood High School
25 High Street
Hamilton, Ontario
L8T 3Z4

Dear Ms. Murie:

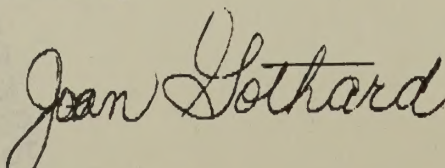
It is both an honour and privilege to write a letter of support on behalf of Ms. Joan Morse as Hamilton Woman of the Year in the communications category.

Joan joined the Northwestern regional office of the Ministry of Education during the 1988-89 school year as an education officer. In this position she provided outstanding curriculum support services to small, rural and remote, northern secondary schools in our vast region. While enthusiastically assisting teachers in these small schools to acquire the knowledge, attitudes and skills necessary to implement various curriculum guidelines, she quickly demonstrated to all her greatest strength. This strength is the ability to inspire in others a sense of self-worth and self-confidence leading to significant achievements. The ability to inspire great feats in others is based upon her deep appreciation of and respect for individual diversity. This ability was of particular importance to northern teachers, often working in isolated settings and with limited resources.

Joan is a wonderful listener and communicator, a woman of integrity, who will always put the needs and interests of her staff and students at the forefront.

Initially a professional colleague in the regional office and now a personal friend, I heartily endorse the nomination of Ms. Joan Morse as a recipient of the Hamilton Woman of the Year Award.

Sincerely,



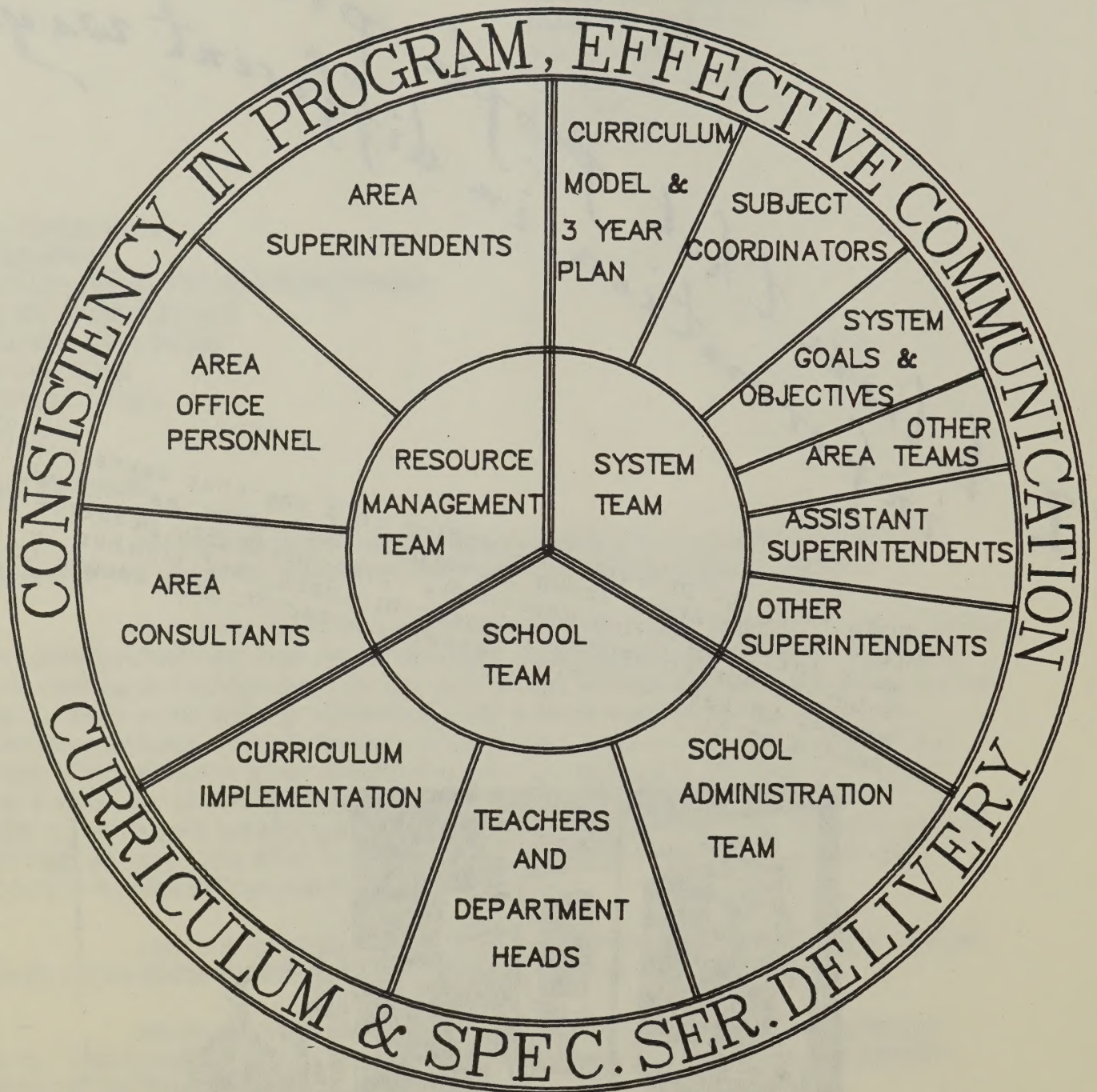
Joan C. Gothard,
Education Officer

"I believe that people process information in different ways."

Joan loves to present information in a way that makes sense to all. The staff looks forward to her summaries of their work (after planning sessions). She inevitably prepares two schemas: one to appeal to right-brainers, and another to appeal to lefties. She, herself is exceptional enough to handle both!



*"IT IS MY RESPONSIBILITY
TO PRESENT INFORMATION
IN SUCH A WAY THAT
EVERYONE UNDERSTANDS"*



AREA SUPERVISOR:
THE KEY RESOURCE

Working copy
J Morse

USE:

NAISEITT'S MEGATRENDS AND MEGATRENDS 2000

TOFFLER'S TRILOGY: FUTURE SHOCK, LEARNING FOR TOMORROW AND
THE THIRD WAVE

TOFFLER'S SUPERPOWER

PETERS AND WATERMAN'S IN SEARCH OF EXCELLENCE

DRUCKER'S INNOVATION AND ENTREPRENEURIALISM

With BLANCHARD'S ONE MINUTE MANAGER

HERSEY'S SITUATIONAL LEADERSHIP

DE BONO'S THREE THINKING HATS

DUNN AND DUNN'S LEARNING STYLES AND MCCARTHY'S 4-MAT

THE TOPIC: THE FUTURE - A SPEECH

4M quadrant 1

WATCHING THE WAR IN THE GULF HELPS BRING EDUCATION MORE INTO
PERSPECTIVE FOR ME.

THE NEED TO LISTEN CAREFULLY TO WHAT IS BEING SAID AND EVEN
MORE TO WHAT IS NOT BEING SAID e.g. the meetings with Hussein
last June/July when the USA offered no support for Kuwait,
and his hearing what was not being said.
What is not being said to the leaders both Arab and Israeli
in order to gain their support for American control of the
strategy.

* kids
• why antsy
right now

THE NEED TO BE ABLE TO MAKE SENSE OF ALL THE DISPARATE PIECES
OF INFORMATION THE REPORTERS ARE ABLE TO GLEAN AND THE
VIEWERS ABSORB AS THEY FLIP FROM CHANNEL TO CHANNEL AND
ANALYSIS TO ANALYSIS. THE FACT THAT EACH STATION HAS ITS
"EXPERTS" TO HELP US ANALYZE WHAT IT IS THAT WE ARE SEEING
AND HEARING.

* higher think
skills (over)

Toffler's
Powershift
Secretariat
Master

STATEMENTS SUCH AS: We don't want people to rush and sign up
to fight because this shows a distinct lack of understanding
of how this war is being fought. It is fought by experts. The
technology is so advanced that there is not the time for the
training necessary. Does this mean a short war? With finite
number of experts who are invaluable, who they cannot afford
to lose? Does this mean that there is no future even in the
army for the poorly skilled? Does this mean the gulf between those
with the know how and those without is widening?

ANOTHER STATEMENT: Observers pay attention to strategy and

tactics. true professionals pay attention to logistics. Is this because they have moved beyond the need to understand? out of the realm of basic understand (quadrant 1) past quadrant 2 (research and understanding), into quadrant three (application/how to).

4MA

HOW DOES THIS AFFECT THE WAY I LOOK AT EDUCATION?

I SEE TOFFLER'S POWERSHIFT THEORY IN ACTION. THE RAPIDITY OF POWER SHIFTS ARE ESSENTIALLY CHANGING THE FACE OF SOCIETY, AND AS SEEN IN THE MIDDLE EAST AND THE SOVIET UNION OF RELATIONSHIPS AND GEOGRAPHY.

TOFFLER

I SEE THE NEED FOR EXCELLENCE IN DELIVERY. THERE IS NOW MORE THAN EVER THE GROWING GULF BETWEEN THOSE WITH KNOWLEDGE AND UNDERSTANDING AND THOSE WHO CANNOT ACCESS AND MANIPULATE INFORMATION. IT UNDERLINES THE DIFFERENCE BETWEEN A MOVIE MADE TEN YEARS OR SO AGE CALLED "STAYING ALIVE" AND A MORE RECENT ONE CALLED "TOP GUN." SO I SEE A GROWING NEED FOR KNOWLEDGE RETRIEVAL SKILLS AND HIGHER LEVELS OF INQUIRY. I SEE THE NEED FOR FOCUSED RESEARCH. WE NO LONGER HAVE THE LUXURY OF THE LEISURELY MEANDER THROUGH THE GENTLE THOUGHTS OF GREAT MINDS. NOR DO WE HAVE THE TIME TO BEMOAN THE "GOOD OLD DAYS." WE MUST PROVIDE QUALITY FOR AN UNCERTAIN FUTURE. WE MUST DO THIS WITH A JOY FOR LEARNING THAT IS EQUIVALENT TO MARY POPPINS'S SPOONFUL OF SUGAR. IF WE ARE TO POSITION OUR STUDENTS SO THEY CAN SURVIVE WELL. WE MUST PROVIDE SUPERIOR SURVIVAL SKILLS THAT THEY DEARLY WANT TO HAVE. SO DEARLY THEY WILL CHOOSE OUR EDUCATION OVER OTHER LEARNINGS.

SECRET

MASLOW'S
LEVELS
4/5

I SEE THE NEED FOR THE STAFF TO JOIN TOGETHER IN THEIR APPROACH TO EDUCATION. WHEN WE AGREE TO TAKE ON A TASK, WE MUST ALL SUPPORT IT AND EACH OTHER. WE MUST LEARN TO SEE PROCESS AND COMMUNICATION AS THE MAIN REASON FOR PROBLEMS ARISING. NOT INTENT. THIS THEN CAN BECOME THE MOTIVE FOR DIALOGUE AND A STARTING POINT FOR IMPROVEMENT. WE MUST ASK FOR CLARIFICATION, NOT BE JUDGEMENTAL ON THE BASIS OF LITTLE OR NO INFORMATION. WE MUST LEARN TO TRUST THAT WE ARE HONESTLY TRYING TO DO OUR BEST. IF WE CANNOT DO THIS. HOW CAN WE TEACH THESE LESSONS TO OUR STUDENTS?

ATTITUDES
VALUES

GHATS
RED

WE MUST WORK TO REDUCE PERSONALITIES AND EMPHASIZE THE TASK

I SEE THE NEED TO CHANGE OUR LANGUAGE PATTERNS TO ACCENTUATE THE POSITIVE, ELIMINATE THE NEGATIVE AND NOT MESS WITH MISTER INBETWEEN. IF WE COULD SET IT TO MUSIC WE COULD TAKE IT ON THE ROAD. WE NEED TO GET RID OF THE "BUTS" IN OUR DISCUSSIONS. AND REPLACE THE LANGUAGE OF WAR e.g. kill, massacre, wipe out, wipe the floor.

COMMUNIC

SECRET IV
CHEMISTRY

I SEE THE NEED TO EDUCATE THE WHOLE PERSON. TO PROVIDE A WHOLISTIC APPROACH TO EDUCATION. TO PROVIDE SUSTENANCE AND NOURISHMENT FOR LIVING WELL AS WELL AS HOW TO ACCESS THE

MEANS TO LIVE WELL.

I SEE A NEW EDUCATIONAL STRUCTURE COMING IN ONTARIO, NOT JUST A FINE-TUNING OF CURRICULUM. WHAT THE TRANSITION YEARS ARE REALLY SAYING IS THAT UNIVERSAL EDUCATION MUST BE PROVIDED TO EACH AND EVERY STUDENT FOR ONE MORE YEAR. THERE WILL BE NO OPPORTUNITY FOR STUDENTS TO OPT OUT OF CERTAIN LEARNINGS. THAT IS WHY IT IS SO CRUCIAL THAT WE PARTICIPATE IN DECIDING WHAT GOES INTO THOSE LEARNINGS.

TRANSITION
YEARS

I SEE US NEVER FINISHING. THE SPECIALIZATION YEARS WILL BECOME A PERIL WHEN PEOPLE OF ALL AGES + STAGES CAN OPT IN AND OUT. WITH THE HELP OF THE I SEE THE NEED TO BE ABLE TO DELIVER QUALITY IN EVERY CLASSROOM. I SEE A TIME WHEN TEACHERS WILL NO LONGER BE TOLERATED IF THEY CANNOT OR WILL NOT BRING STUDENTS INTO THE EDUCATING PROCESS. STUDENTS ARE TOO KNOWLEDGEABLE NOW TO UNQUESTIONABLY ACCEPT LESS THAN THE BEST. WE MUST BE THE BEST TO DELIVER THE BEST. SO WE MUST ALSO COOGE THIS OUR MOST VALUABLE RESOURCE. FINE TEACHERS ARE INVALUABLE. THEY LITERALLY ENSURE CIVILIZATION HAS A FUTURE. SO WE MUST NURTURE THEM SO THEY WILL BLOSSOM. NOT DESTROY THEM WITH OVERLOAD. MATH THEM WITH CYNICISM. SHRIVEL THEM WITH SARCASM. TRAIN THEM WITH NEGATIVISM. AT THE SAME TIME WE MUST ACCEPT ONLY THE FINEST.

COMMUNITIES WE WILL BE
ABLE TO REDEFINE
PROGRAMS TO FIT SPEC
NEEDS eg FOCUS FITNESS
COURSES AND LOCATIONS
eg. classrooms in apt bldgs,
hospitals, industrial complexes.

"I believe that non-verbal communication
is as important as verbal
communication."

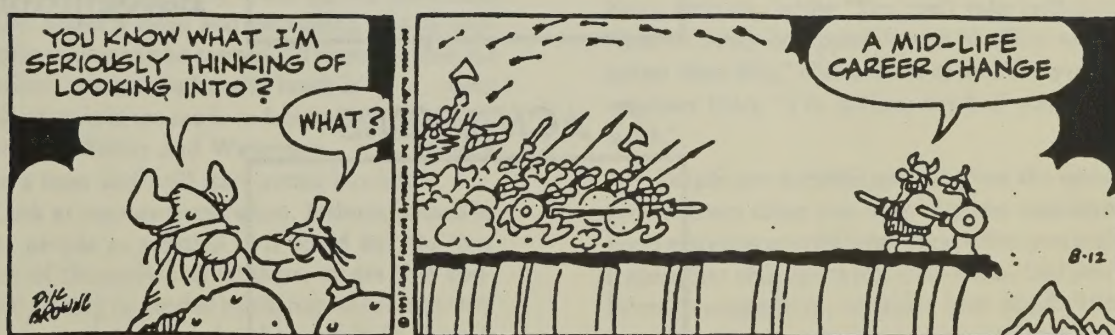


"IT IS IMPORTANT TO SPEAK
TO PEOPLE EYE TO EYE, SO
THAT THE WORDS I SPEAK
AND THE BODY LANGUAGE I
USE ARE INTEGRATED."

E. J. m.

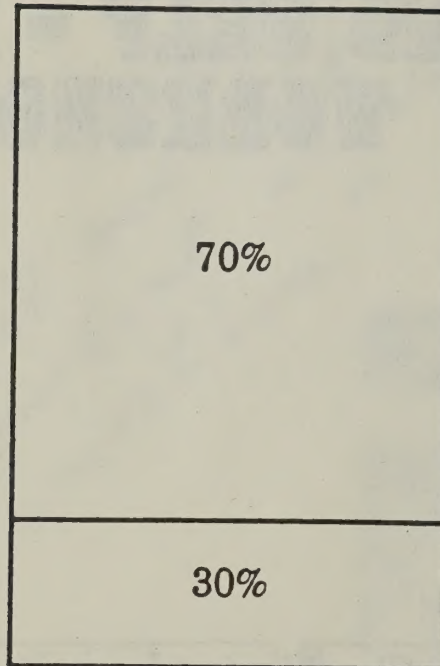
IMAGE AND SELF - PROJECTION WORKSHOP

Hagar the Horrible



✠ by JOAN MORSE

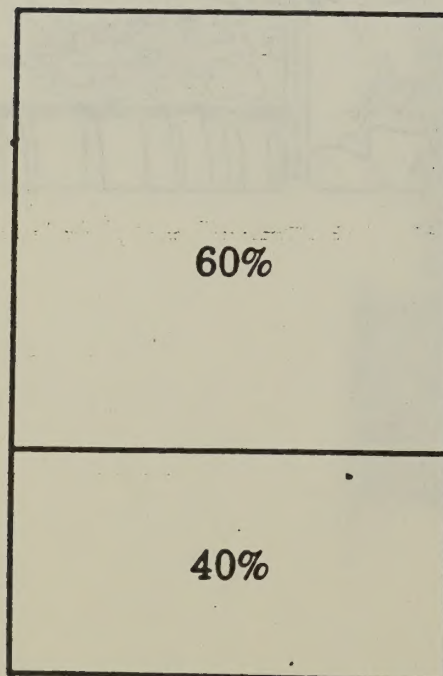
SUSTAINERS



Doing Job
Well

Unconsciously
Waiting for
Recognition

ACHIEVERS



Doing Job
Well

Projecting
Positioning
Networking

YOU CAN'T BEAT UPSCALE THINKING

2

It's easy—especially when you're down on somebody—to forget the high opinion that virtually everyone has of himself. In their well-regarded book, *In Search of Excellence* (Harper and Row, NY), Thomas Peters and Robert Waterman Jr. cite a psychological study in which a random sample of male adults were asked to rank themselves on "The ability to get along with others." It turned out, say the authors, that all the participants ranked themselves in the top half of the population, 60% rated themselves in the top 10%, and "a full 25% ever so humbly thought they were in the top one percent of the population." In the same study, 70% rated themselves in the top 25% in terms of leadership, and 60% thought they were also in the top 25% in terms of athletic ability.

So much for humility. Such studies leave little doubt about a deep and pervading vein of self-esteem waiting to be tapped. "The lesson that the excellent companies have to teach is that... most of their people are made to feel that they are winners," say Peters and Waterman. Label a man a loser and he'll start acting like one."

Look at your own operation. Is the approach to your people as positive as it could be? Do they think of themselves as winners, or are they constantly being reminded by management that they fall short of organizational goals? If so, here is what you might consider:

- *People tend to act in accordance with their image of themselves.* If they see themselves as well-regarded, they will try hard to perpetuate this image. This is where a supportive boss comes in. Praise, appreciation, respect, new responsibil-

ities, delegated authority, bonuses, raises—all these are rewards from you to them that can't help but play a critical role in your employees' sense of self-esteem, and their consequent productivity.

- *People will react bitterly to attacks on their self-esteem.* You can compare the process to the rush of antibodies combatting an infection. It's a natural, self-protective reaction that leads, in an organization, to an adversarial relationship between employee and manager, and a counter-productive attitude toward the job.

- *People tend to react positively to positive direction.* There's a crucial difference between correction and criticism. One goes up, the other down. Thus, "You're good at following suggestions," tends to produce a cooperative, ready-to-listen attitude, while "You can't take criticism," tends to bring on opposition. And, "You can do better than this," elicits more of an I'll-try-again response than, "I'm getting tired of your lousy work."

- *People can surprise you, if given the opportunity.* Even those you may consider uncreative types can emerge with fresh ideas when you make it clear that you expect this from them, that you'll listen to suggestions, consider new possibilities, act on and reward whatever advances your operation. But creativity is withheld when the organizational atmosphere says "Mistakes will not be tolerated, there is no need for new ideas."

OBSERVATION

There are always those individuals who, for one reason or another, cannot or will not respond to encouragement, to suggestions, to the possibility of reward. They may lack the interest or the energy or the capability to do so. But these are exceptions—who shouldn't be allowed to disprove the rule.

RESEARCH INSTITUTE **Personal Report** FOR THE EXECUTIVE

HOW TO BOOST YOUR PERSONAL AND PROFESSIONAL IMAGE

Let's face it: it's not enough to just be good at what you do, you also have to be seen being good at what you do. The best way to do this is to think of yourself as a product in the marketplace. As with any product, the fastest way to become known is to advertise. Advertising a product requires attention to two criteria.

The first is the content of your message -- what you actually have to "say" about yourself. Remember, ultimately you can't fool anyone; you can only promote what is there. Don't oversell yourself. It is, of course, desirable to present yourself in your best light.

The second criterion is the frequency with which you deliver your message. You're most effective if you approach your power-building program on many fronts. Here's how:

1.

2.

3.

4.

5.

HOW TO DEVELOP SOLID BUSINESS RELATIONSHIPS

As a professional, you have to work with other people. Think about it: virtually everything you do requires the cooperation of others. And the results you get, quite simply, determine your success.

By understanding the nature of these unique relationships, and the role you play in each, you will be in a better position to turn them into the powerful supports they ought to be. Here are the characteristics of every professional partnership:

1.

2.

3.

4.

TYPICAL CHARACTERISTICS OF NON-ASSERTIVE, AGGRESSIVE, AND ASSERTIVE BEHAVIOUR

Q 4.

NON-ASSERTIVE

AGGRESSIVE

ASSERTIVE

Characteristics of
the behavior

lets others make decisions; doesn't express feelings, ideas, wants; puts self down, in a conflict runs away or gives in, uses apologetic words, hedges, uses an indirect manner (hoping someone will guess what she wants), cries, pleads, is hesitant, has downcast eyes.

is inappropriately honest, puts others down, ignores rights of others, dominates, chooses for others, attacks and blames, overreacts in situations, uses "loaded" and superior words, is sarcastic, loud, makes rigid demands, points finger.

is appropriately honest, expresses wants and feelings directly, is empathetic, chooses for self, evaluates and acts, is spontaneous, exercises personal rights and respects rights of others, uses objective words, listens, makes direct eye contact, has firm and warm voice, uses "I" statements.

Reasons for the
behavior

to avoid conflict and unpleasant, risky situations.

to express hostility and anger, to achieve objectives (in the short run at least).

to achieve objectives, to have positive feelings about self.

Feelings about
self that accompany
this behavior

low self-confidence and low self-esteem, hurt, helpless, anxious, powerless, possibly resentful and angry (at a later time), guilty, inhibited.

high or low self-esteem, hostile, superior, righteous, alienated, defensive, frustrated, bitter, tense.

self-respect, confident, self-sufficient, powerful, relaxed.

Feelings of others
when person engages
in this behavior

guilty, angry, disrespectful, irritated, frustrated, superior.

hurt, humiliated, defensive, vengeful, angry.

respectful, respected, threatened (occasionally).

SELECTED TYPICAL
CHARACTERISTICSPASSIVE
NON-ASSERTIVE

AGGRESSIVE

ASSERTIVE

POINT OF VIEW	I'M NOT OK	YOU'RE NOT OK	I'M OK AND YOU'RE OK
NEEDS	DOES NOT GET NEEDS MET	GETS NEEDS MET AT THE EXPENSE OF OTHERS	GETS NEEDS MET MOST OF THE TIME
DECISION MAKING	OTHERS CHOOSE FOR YOU	YOU CHOOSE FOR OTHERS	YOU CHOOSE FOR YOURSELF & EXPECT OTHERS WILL CHOOSE FOR THEMSELVES
SOCIAL PATTERN	PUTS SELF DOWN	PUTS SELF UP BY PUTTING OTHERS DOWN	PUTS SELF UP
DEFENSIVE PATTERN	FLEES OR GIVES IN	OUTRIGHT ATTACK	EVALUATES AND ACTS
GOALS	DOES NOT ACHIEVE DESIRE GOALS	ACHIEVES DESIRED GOALS BY HURTING OTHERS	MAY ACHIEVE DESIRED GOAL
FEELINGS & ACTIONS	HURT, ANXIOUS, RESENTFUL, INHIBITED	EXPRESSES DEPRECIATION OF OTHERS	EXPRESSES THOUGHTS AND FEELINGS OPENLY FEELS GOOD ABOUT SELF
RESPONSIBILITIES	INDIRECTLY ASKS OTHERS TO GUESS YOUR NEEDS	MIXES ASSUMPTIONS ABOUT THE NEEDS OF OTHERS	TAKES RESPONSIBILITY FOR SELF & ASSUMES OTHERS WILL DO THE SAME
POWER	IN BEING THE "VICTIM"	IN CONTROLLING AND DEMANDING OF OTHERS	IN KNOWING PERSONAL WANTS & EXPRESSING DESIRES & A WILLINGNESS TO COLLABORATE IMPLIES IT'S NOT IMPERATIVE THAT YOU RESPOND
FEEDBACK FROM OTHERS	GUILT, ANGER, FRUSTRATION, DISRESPECT	HATRED, FRUSTRATION, VEGEANCE, HURT, DEFENSIVE, HUMILIATED, RESENTFUL	YOU RESPECT ME AND I RESPECT YOU

INCREASE POWER, CONFIDENCE, AND NONVERBAL AUTHORITY LEARNING

EYE CONTACT

" MIXED MESSAGES "

SPEECH AND CREDIBILITY ROBBERS

L

1. Widely varying intonational pitch pattern.
2. Projection and Pitch.
3. Interruptions and overrides.
4. Hedge phrases and Tag questions.
5. Adjectives.

ESTABLISH RAPPORT

M 8

1. MIRROR PHYSICAL BEHAVIOUR

2. SYNCHRONIZE YOUR BEHAVIOUR WITH
ANOTHER : (Dr. Perper)

3. MIRROR THE OTHER'S THOUGHT PROCESS
(third level; studies on Neural Linguistic
Processes or N.L.P.; L/R Brain studies

A.) Visual

B.) Verbal

C.) Kinesthetic (feel)

Power Tactics You'll Want To Use

1. MIRROR PHYSICAL BEHAVIOR

2. SYNCRONIZE YOUR BEHAVIOR WITH ANOTHER (Dr. Pepper)

3. MIRROR THE OTHER'S THOUGHT PROCESS (third level studies on Mental Linguistic Processes or N.L.P.: L.A. Brain studies)

A) Visual

B) Verbal

C) Kinesthetic (feel)

BEYOND EXCELLENCE: HAPPINESS

The blunt fact is that most people conduct their careers according to other people's expectations. They dutifully enter the career they were groomed for by their parents and teachers. On the job they do everything they feel is implicitly or explicitly expected of them, but nothing more. For them, work could never be a means of expression or fulfillment -- or anything more than a means to money and status.

That's no way to live. Nor is it a way to succeed. To muster the energy and enthusiasm it takes to really make it in the professional world -- and it takes a lot -- you must love what you do. Otherwise it is too much hard work. And in the final analysis, it is inspiration, not hard work, that breeds success.

It is important to keep your career moving in the direction of your greatest enjoyment and satisfaction. Put simply, you must identify the aspects of your job that you like, and then expand them. Direct your energy toward that which gives you the biggest thrill. At the same time, let go of the boring or anxiety-producing aspects. The key is to make this an on-going, everyday process.

Fortunately, professionals today are more and more free to engineer their own careers. Organizations are reaching new levels of flexibility and individual accommodation. Job descriptions are becoming obsolete -- no two functions need be alike.

Your pursuit of professional happiness may lead you to places you never expected to go. Be open to it. You'll never regret it.

As actor Michael Moriarty said, "Why achieve mere excellence when you can achieve happiness?"

KEYS TO SUCCESSFUL LIVING

At a recent seminar on mental health. Dr. Barrie Greiff, a psychiatrist who taught at Harvard Business School, offered his formula for living successfully. While it may not add years to your life, it may help you to gain the most from the years ahead.

To live successfully, Dr. Greiff says, you need...

- **The capacity to love.** Not just romance is needed for longevity. You also need genuine caring and concern for other people. It's important to reach out a helping hand, to give of yourself, to do just a little more. Love, as the song says, makes the world go round--and it also binds people together.

- **The capacity to learn**--from books, from experience, from the world around you. Learning, of necessity, has to be a lifelong process because changes come so rapidly. An open mind, ready and eager to absorb each new bit of knowledge, is an asset worth cultivating.

- **The capacity to labor.** There are times when a life of idle ease can seem very appealing--nothing to do but relax and enjoy the world around you. Actually, though, it's work--on the job, at home, in a volunteer situation--that provides the real rewards. The sense of satisfaction when you finish a big project, for example, the feeling of pride when you solve a particularly sticky problem.

- **The capacity to laugh**--at yourself as well as with others. Life can sometimes be hard, dreary. The capacity to see the humor in certain situations, to enjoy the funny side of life, can brighten not only your day but that of people around you.

- **The capacity to leave.** We all have people and things that we care about very strongly. But the day may come when they are no longer part of our lives. A loved one departs, a good job is lost, a valued situation changes for one reason or another. When that time comes, a period of grieving may be in order but it should soon be set aside. The past is over and done with--it's time to move ahead.

How To Get Your Next Raise and/or Promotion

11.

1. Make sure you want it.

And deserve it. Ultimately the only way to get ahead in business is to *become more valuable* (raises and promotions should never be asked for — or given — because of need). It's also important to communicate your increased value to your superiors, in their language. Are you *really* ready to move up a rung? If so, the following 11 steps can get you started.

2. Do more.

Consider your job description to be the *foundation* of your responsibilities, not the *boundary* (and if you don't have an accurate job description, write your own and get your boss' approval). Look for new ways to contribute to your company.

Volunteer to do assignments (particularly the ones no one else wants). Help your boss in ways he or she doesn't expect — few things in business are more powerful than giving people more than they bargained for.

3. Look the part.

Remember the saying "dress for the job you want, not for the job you have." Make it easy for the people responsible for promoting you to visualize you in the new job. You'll convince yourself, too!

4. Be a problem-solver.

This is *the* key skill for upper-level positions. A good way to improve your problem-solving ability is to require yourself to not just report problems to your boss, but also options and recommendations. If your recommendation is correct (and you may come up with a solution your boss would not have thought of), it's a feather in your cap. If you're wrong, you can ask your boss to show you where you went off the track — thereby improving your problem-solving capabilities in the future.

5. Keep visible.

It's not enough to do a good job; *you must be seen doing a good job*. Keep people tuned in to what you're doing. You can do this by writing memo updates on your projects (with copies to all affected parties); being your department's or group's spokesperson; volunteering for high-visibility projects; writing for the company newsletter; asking to be invited to meetings where you can make a contribution. Think about how you can increase your profile in your company.

6. Improve your communication skills.

The higher you go, the more important these skills become. Ask yourself which communication skill you need to improve the most: one-on-one communications, listening, writing, making presentations? You'll get best results if you concentrate on one skill at a time.

7. Invest in yourself.

Keep learning and growing. There is a world of great books, tapes and training programs available to help you increase your value (CareerTrack produces some of the best). Join associations and get to know the successful people in your field. The more you can learn about your products and industry — and about how to manage your own talents — the more of a resource you'll be to your company.

8. Do your homework.

Find out what others in your field are making. See if your current compensation is in line — you might find you are well paid in your current position. If so, now is the time to consider a promotion that would put you in a higher earning category. It's always nice to know your worth on the open market.

9. Keep your ambition in perspective.

Play by the rules. And don't forget to respect the chain of command. If you appear to be more interested in your own personal success than your team's or company's, people will be motivated to resist you rather than support you.

10. Justify it.

Help your employers justify your promotion and/or raise. Show how you've exceeded your job description, how you've cut costs, increased productivity, or improved the work environment. Document these successes — on paper. There's something magical about putting a pencil to paper. As Lee Iacocca says in his biography, "...the discipline of writing something down is the first step toward making it happen." In conversation, you can get away with all kinds of vagueness and nonsense. There's something about putting your thoughts on paper that forces you to get down to specifics.

11. Let them know you want it.

Ask for it, but don't come on too strong. If you're turned down *do* ask for reasons, but be sure you ask in the spirit of learning rather than the spirit of argument. And consider taking "no" for an answer. Also, use your judgment as to your organization's current outlook (is your company going through lean or robust times?).

12. Make a "kinetic commitment."

In other words, set your raise and/or promotion goals right now, *on paper*. Write down your objectives, achievement strategies, measurement standards and timetable. Keep an ongoing log of all your accomplishments and contributions. Spend ten minutes a week updating it. Should you make a copy for your boss? Good idea!

"I believe in personal and professional growth."

Imagine being told in Grade 8 by your principal that "you'll never be successful!" Imagine being told that you cannot go to the high school of your choice because you wouldn't be able to do the work. Imagine standing up to this principal and convincing him that you deserve a chance, that you have a right to make choices that will control your life and that you are responsible enough to accept the consequences of your decisions. Joan demonstrated remarkable tenacity even as an elementary school student. She not only won over her principal, but she overcame the barriers that might have prevented her from succeeding as well. She tells stories about the foul language that was a natural part of her life. She didn't know any better, she said, because that language was part and parcel of the circumstances in which she lived. Then she realized that she had to change. "I couldn't speak that way," she commented. "People wouldn't respect me if I did." She made the choices she needed to in order to achieve her goal.

Joan sees qualities in others that many people miss. She recognizes potential and does everything in her power to provide opportunities for others to learn and grow. With her staff, she is constantly encouraging the development of leadership skills. Where other principals might suggest that a teacher take a leadership course, or consider applying for promotion, Joan takes her colleague "under her wing", coaches endlessly, and supports unconditionally.

October 15, 1991

To the Status of Women Committee;

I am writing this letter in regard to my highschool principal, Ms. E.J. Morse. As the 1990/91 Student's Council president of Sherwood Secondary School I have had a great deal of contact with Ms. Morse. I find her to be an extremely caring and dedicated woman.

The qualities which enable Ms. Morse to be such an outstanding administrator are her communication skills and her empathetic understanding of students and their problems.

Ms. Morse attended every one of our Student's Council meetings. She was therefore available for immediate input and advice. As the Student's Council president, I had the opportunity to meet with Ms. Morse every Friday at lunchtime. It was during these meetings that two-way dialogue on my ideas for Student's Council occurred.

Every student at Sherwood feels that Ms. Morse is available for discussion on his or her concerns. In my opinion, Ms. E.J. Morse is an excellent motivator of effective Student/administrator communication.

Sincerely,

Margaret C. Burnell

Marlene Castura,
21 West Park Ave.,
Hamilton, Ont. L8S 3M4

October 23, 1991

To Whom It May Concern:

It is with great pleasure that I write this letter on behalf of an honoured colleague and a very dear friend who is being considered for the award - the honour of being "The Woman of the Year."

To me Joan Morse is the Woman of the Year. She has had such a powerful impact upon not only the students that she has taught, but also the colleagues and friends that she has come in contact along the way.

Some thoughts I would like to share about my relationship with Joan are as follows:

- 1) Since meeting Joan at Sir Winston Churchill Secondary School in the late sixties, I have been impressed with her caring, empathetic attitude towards

all students. She had the keen ability to motivate all students to think and to express their ideas verbally and in writing. Joan's standards were high and the students always found success. Joan is a dynamite teacher!

2) As a friend, Joan always is able to get ~~to~~ friends and colleagues (the same people), male, female, young, old, to come together to discuss thoughts, philosophy, travels, theatre, etc. Her get-togethers are so stimulating, her friends are energized and excited about what she has to offer and the thoughts she is helped to shape. Joan is a dynamic colleague!

3) While on sabbatical in London, England

Joan opened her door to three happy travellers from Canada (from Churchill, to be exact). She quickly made a few inquiries as to the interests of these travellers & then proceeded to turn seven days in March, 1973 into a wonderland, introducing the flavours of England to these tourists. The three

of London, the Museums, the English pubs, a shopping trip or two, a visit to the market and seven evenings of top entertainment at the Theatre. The visitors were treated as if they were Royals! Joan's love of history, drama, culture and just plain joy of living turned our holiday into one of the highlights of my life. I'm proud to say that Joan is my friend!

For further input, do not hesitate to call upon me. I wish Joan great success and, as I said, she is worthy to be called, "The Woman of the Year."

With great admiration -

Marlene Castura

Teacher, Parkside High
School, Dundas



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\$ 89.00

Name of person sharing room

EARLY BIRD DRAW FROM REGISTRATIONS IN BEFORE OCTOBER 24, 1988

PROGRAM

PRE-CONFERENCE "Tools of the Trade"

WEDNESDAY, NOVEMBER 16, 1988

8:30 a.m. - 9:30 a.m. Registration - Refreshments, Displays
9:30 a.m. - 10:15 a.m. Keynote Speaker - Dr. Jim Anderson
"Cool School"

10:15 a.m. - 10:30 a.m. Break
10:30 a.m. - 11:30 a.m. Workshop Session #1
11:30 a.m. - 1:00 p.m. Lunch
1:00 p.m. - 2:00 p.m. Workshop Session #2
2:00 p.m. - 2:15 p.m. Refreshment Break
2:15 p.m. - 3:15 p.m. Workshop Session #3
3:30 p.m. - 4:30 p.m. Networking Carousel

Opportunities available to:

- 1) reconnect with workshop leaders
- 2) "show 'n' tell": Bring a terrific technique/resource to share with colleagues. Space provided for displays.

BASIC CONFERENCE

WEDNESDAY, NOVEMBER 16, 1988

6:30 p.m. - 8:00 p.m. Registration
Coffee, Tea, Cash Bar
8:00 p.m. - 8:05 p.m. Announcements, Welcome
8:05 p.m. - 9:15 p.m. Keynote Speaker: Dr. Bernard Shapiro
"Future of Special Education"

9:15 p.m. - 11:00 p.m. Reception - Wine and Cheese and Other Refreshments
Meet each other, share ideas, be refreshed!

THURSDAY, NOVEMBER 17, 1988

7:30 a.m. - 9:00 a.m. Continental Breakfast
8:00 a.m. - 9:00 a.m. Registration
9:00 a.m. - 10:15 a.m. Keynote Speaker: Dr. Ernest Boyer
"Is the Bell Tolling for Special Education?"

10:15 a.m. - 10:45 a.m. Refreshment Break
10:45 a.m. - 12:00 noon Workshop Session A
12:00 noon - 2:00 p.m. Lunch

Keynote Speaker: Dr. Harvey Mandel
"Putting Things Off - An Underachiever's Guide to Tomorrow"

2:00 p.m. - 3:15 p.m. Workshop Session B
3:15 p.m. - 3:45 p.m. Refreshment Break
3:45 p.m. - 5:00 p.m. Workshop Session C
5:00 p.m. - 6:00 p.m. Free Time
6:00 p.m. - 7:00 p.m. Cash Bar
7:00 p.m. - full evening BANQUET AND ENTERTAINMENT

FRIDAY, NOVEMBER 18, 1988

7:30 a.m. - 9:00 a.m. Continental Breakfast
9:00 a.m. - 10:15 a.m. Workshop Session D
10:15 a.m. - 10:45 a.m. Refreshment Break
10:45 a.m. - 12:00 noon Workshop Session E
12:00 noon - 2:00 p.m. Lunch

Keynote Speaker: Dr. John Novak
"Education: By Invitation Only"

PRE-CONFERENCE FOR RESOURCE TEACHERS

WORKSHOP SESSIONS

Wednesday, November 16, 1988

In addition to a Keynote Speaker, there are workshop choices listed below from which you may attend THREE. On the program selection sheet (on Page 11), you are asked to indicate your top FIVE choices in your order of priority.

KEYNOTE: "Program for Students Who Find School UNCOOL"

Dr. Jim Anderson
COOL School Director, Hamilton

PRE-CONFERENCE WORKSHOPS

DOUBLE SESSIONS

PC 1. Assessment & Instructional Ideas for Special Needs Adolescents,
Dave HUTTON, Consultant, Hamilton - Practical presentations of a series of models, procedures and strategies for assessing student needs in order to plan effective programs. Part A examines the "PIECES" of a student, a slightly different decision-making model, the "test-down" assessment procedure and different types of tests. Part B explores remedial and compensatory strategies for affect, cognition, and behaviour.

PC 2. Strategies for Enhancing Self-Esteem in Students and Teachers,
Cecilia YAU, GLRT, Niagara South, Board of Ed. - understanding the characteristics of high and low self-esteem personnel; how these affect motivation and achievement in learning situations and one's behaviour in life and suggesting strategies for enhancing self-esteem in students and teachers.

SINGLE SESSIONS

PC 3. Teaching Students Through Individual Learning Styles, Maxine MARTINEAU, LRT, Hamilton - Learning Style is how individuals focus on, absorb and retain information or skills. This workshop examines the Dunn and Dunn learning style theory. Practical applications as small group or whole class activities will be presented.

PC 4. Making the Link: School Support Teams Working Together,
Georgina PAIN, Joanne RESTIVO, LRTs, Hamilton - a presentation designed to show the structure, facilitation and benefits of a school "Diagnostic and Resource Team" (DART) in both middle school and secondary composite schools. How these two teams work both independently and co-operatively to forge a link and provide a communication base is illustrated.

PC 5. Enrichment: A Unique Approach to Organizing Your School for Gifted Programs,
Gerry POLLARD, Co-ordinator Enrichment at Waterloo C.I. - A relevant and effective Enrichment Program is built from within the school: curriculum compacting, mentor systems, university credits, differentiated programs and independent study projects done in the community setting all enhance our program. Two booklets on practical strategies and differentiated programs will be given to participants.

PC 6. Timetabling to Meet Needs,
Andrea ROBERTSON, Principal, Hamilton - This long-range planning process restructures our curriculum delivery in order to better meet the needs of individual students.

PC 7. Integration for Adolescent Students with Physical Disabilities and Health Impairments,
Rick BRAUN, Teacher, Ken Hall, Principal, Hamilton - Key factors for "successful" integration, selective placement and procedures; support systems and resources; trans-disciplinary team approach to educational programming to meet the special physical, communication, social-emotional and academic needs to facilitate independence and normalization.

PRE-CONFERENCE WORKSHOPS

- PC 8. I.P.P. - Insurmountable Paper Production, Eric HIPKISS, Consultant, Hamilton, Board of Ed.** - Discover ways to transform an I.P.P. - Individual Pupil Program - into a P.P.P. - Personalized Pupil Plan. Discuss who writes an I.P.P.? P.P.P. and what goes into the writing of one. Learn techniques to surmount the seemingly insurmountable paper production.
- PC 9. B.L.A.D.E., Judy HOPKINS, Elaine POOT, LRTs, Hamilton, Board of Ed.** - Basic Literacy for Adult Development: a reading program for adults, L.D., T.R., and E.S.L/D students. A very successful program in a secondary vocational school.
- PC 10. North Wind Theory, Janice GALIVAN, Ministry of Education, Curriculum Branch** - Change blows in on the North Wind and ruffles feathers. The Radwanski Report is causing such a reaction. What are the secrets to student retention?
- PC 11. Peer Tutoring, Rose VENNERI, LRT, South Lincoln H.S.** - The workshop will explore a tried, tested and successful program of peer tutoring that involves the identification of student tutors as well as candidates that would benefit from such a program.
- PC 12. Learning Strategies: A Design for Success, Mary ASLIN, Betty PAJOR, LRTs, Brant County Board of Ed.** - The presenters convey their experiences in the development and implementation of Learning Strategies courses. Through case studies, they describe the school team effort before, during and after the courses that have produced dramatic results for secondary school Language/Learning Disabled students over the past four years.
- PC 13. Implementation of Behaviour Management Strategies in the Classroom, Dr. Colin PRYOR, Chief Psychologist, Hamilton Board of Ed.** - This workshop will discuss the teacher and behaviour management strategies. With the focus on finding solutions, this presentation will include the difficulties inherent in the implementation of behaviour techniques in the classroom.
- PC 14. Consulting Skills, Jim McCAUGHEY, Consultant, Hamilton Board of Ed.** - Moving from classroom teacher to resource teacher necessitates the acquisition of new skills - consultancy skills. This workshop presents an overview of the Consultation Process, from Entry, through Contracting to Closure. An excellent workshop for teacher-librarians, guidance counsellors, resource teams.
- PC 15. LRTs/Legislation/Liability, Keith WHITTAKER, Acting Director of Special Education, Ministry of Education** - This workshop is designed on a 'Q & A' format. After briefly addressing the present status of legislation to amend Bill 82, the presenter will meet the needs of individual participants by answering specific questions. An opportunity you don't want to miss!
- PC 16. W.O.W.: Workshop on Workshops, Larry MANN, Brad KUHN, OPSTF** - Developing an effective and practical workshop takes a great deal of time and skill. In the workshop, "W.O.W.", the presenters will highlight, through appropriate activities and presentations, key skills, techniques and strategies which will help a participant develop his/her own workshop and which will increase his/her confidence to do so.
- PC 17. ? D I S O R G A N I Z E D ?**
Michael TUDOR, Spec. Ed. Resource Teacher, L'Amoreaux C.I., Scarborough - A special showing of seven, specific sure-fire solutions suitable for sharing sensitively with your special students in their secluded situations. The structure is sound... and the suggestions are systematic for this substantial, statistically significant set of students. {Say this smoothly to another staff member and sign that person up simultaneously!}

KEYNOTE SPEAKERS

Wednesday, November 16, 1988
9:30 a.m.

DR. JIM ANDERSON
• COOL School, Hamilton

"PROGRAM FOR STUDENTS WHO FIND SCHOOL UN-COOL"

Wednesday November 16, 1988
8:05 p.m.

DR. BERNARD SHAPIRO
• Deputy Minister of Education

"FUTURE OF SPECIAL EDUCATION"

Thursday, November 17, 1988
9:00 a.m.

DR. ERNEST L. BOYER
• President of the Carnegie Foundation for the Advancement of Teaching, Princeton, New Jersey
• Senior Fellow of the Woodrow Wilson School, Princeton University
• 1987 Man of the Year in Higher Education

"IS THE BELL TOLLING FOR SPECIAL EDUCATION?"

Thursday, November 17, 1988
12:00 p.m.

DR. HARVEY MANDEL
• York University, Department of Psychology
• Associate Professor of Clinical Psychology
• Staff Psychologist at the Counselling and Development Centre

"PUTTING THINGS OFF: AN UNDER-ACHIEVER'S GUIDE TO TOMORROW"

Friday, November 18, 1988
12:00 p.m.

DR. JOHN NOVAK
• Brock University, Faculty of Education
• Chairperson, Continuing Studies Program

TRIPLE SESSION

T 1. A SYSTEM FOR HELPING HIGH-RISK STUDENTS:

TEACHER ASSISTANCE TEAMS (TAT).

Dr. Margaret PYSH, Director of Program, Stratford Center, NSSED, Illinois
Dr. James CHALFANT, Dept. of Special Ed., University of Arizona

Are you tired of feeling you're fighting the battle in your school all alone? This dynamic full-day workshop will provide participants with the skill to return to their schools and establish and lead or participate in a Teacher Assistance Team. It works! Dr. Pysh and Dr. Chalfant have presented this workshop to rave reviews all across the U.S.A. and Canada.

DOUBLE SESSIONS

T 2. STRATEGIES FOR ENHANCING SELF-ESTEEM IN STUDENTS AND TEACHERS

Cecilia YAU, GLRT, Niagara South Board of Ed.

Understanding the characteristics of high and low self-esteem personnel, how these affect motivation and achievement in learning situations and one's behaviour in life and suggesting strategies for enhancing self-esteem in students and teachers. (Repeat of PC 2)

T 3. ASSESSMENT FOR INSTRUCTIONAL IDEAS FOR SPECIAL NEEDS ADOLESCENTS.

Dave HUTTON, Consultant, Hamilton Board of Ed.

Practical presentations of a series of models, procedures and strategies for assessing student needs in order to plan effective programs. Part A examines the "PIECES" of a student, a slightly different decision making model, the "test-down" assessment procedure and different types of tests. Part B explores remedial and compensatory strategies for affect, cognition, and behaviour. (Repeat of PC 1)

SINGLE SESSIONS

T 4. BEHAVIOUR.

Westmount S.S. Teachers, Hamilton Board of Ed.

A team of secondary teachers demonstrate how they transform theory into practice using this document's data collecting techniques to develop intervention strategies.

T 5. FAILING TO PLAN IS...PLANNING TO FAIL.

Joan MORSE, Vice Principal, Barton S.S., Hamilton Board of Ed.

Generic time management skills that all students need. Skills in planning and decision making will help reduce the stress of a heavy school workload on students. The content will focus on the objectives of the "Barton Planner" and the "Teacher Guide" that are used with all exceptional and non-exceptional students.

T 6. MINISTRY COMPUTER SCHOOL BOARD SERVICES UNIT - STUDENT ADMINISTRATION SYSTEM (SAS) - SPECIAL EDUCATION SUB-SYSTEM (SPED.).

Silvia HOPE, Ministry of Education

A demonstration to inform Special Education teachers and administrators of the services of SAS and SPED in information storage analysis and report generation for their Special Education students.

T 7. TEACHING STUDENTS THROUGH INDIVIDUAL LEARNING STYLES.

Maxine MARTINEAU, LRT, Hamilton Board of Ed.

Learning Style is how individuals focus on, absorb and retain information or skills. This workshop examines the Dunn and Dunn learning style theory. Practical applications as small group or whole class activities will be presented. (Repeat of PC 3)

T 8. INTEGRATION FOR ADOLESCENT STUDENTS WITH PHYSICAL DISABILITIES AND HEALTH IMPAIRMENTS.

Rick BRAWN, Teacher, Ken Hall, Principal, Hamilton Board of Ed.

Key factors for "successful" integration, selective placement and procedures, support systems and resources, trans disciplinary team approach to educational programming to meet the special physical, communication, social-emotional and academic needs to facilitate independence and normalization. (Repeat of PC 7)

T 9. PEER TUTORING.

Rose VENNARI, LRT, South Lincoln H.S., Lincoln County Board of Ed.

The workshop will explore a tried, tested and successful program of peer tutoring that involves the identification of student tutors as well as candidates that would benefit from such a program. (Repeat of PC 11)

T 10. BEHAVIOUR/CLASSROOM MANAGEMENT.

Dr. Colin PRYOR, Chief Psychologist, Hamilton Board of Ed.

This workshop will discuss the teacher and behaviour management strategies. With the focus on finding solutions, this presentation will include the difficulties inherent in the implementation of behaviour techniques in the classroom. (Repeat of PC 13)

T 11. WORKING WITH THE GIFTED UNDERACHIEVER

James R. CHRISTOPHER, Gifted Program, Board of Ed. for the Borough of East York

Currently there is a large population of gifted students who are "falling through the cracks" of the system - the gifted underachievers. This workshop provides some insights into the East York program and the practical applications to working with these students.

T 12. "A UNIQUE APPROACH TO

ORGANIZING YOUR SCHOOL FOR ENRICHMENT"

Gerry POLLARD, Co-ordinator of Enrichment Programs, Waterloo CI

A relevant and effective Enrichment Program is built from within the school: curriculum compacting, mentor systems, university credits, differentiated programs and independent study projects done in the community setting all enhance our program. Two booklets on practical strategies and differentiated programs will be given to participants. (Repeat of PC 5)

T 13. WORKING WITH THE INTEGRATED EXCEPTIONAL STUDENT

Reta J. DUTLY B.A., M.Ed., Special Ed. Consultant, Durham Board of Ed., together with Special Ed. teachers, regular teachers, LD student.

Workshop would include slide/sound presentation, units from Learning Strategies courses, developing an Individual Education Plan with Learning Disabilities teacher, practical suggestions for organizing the program, samples of student work.

T 14. MULTISENSORY APPROACHES FOR

WORD PROCESSING COLOURS OF COMPUTING.

Rena SZAJMAN, Special Education Services, Scarborough Board of Ed.

Rena combines an interest in left brain/right brain functions, music and guided imagery in this relaxing and energetic workshop the multisensory use of music, slides and imagery enhance the basic word processing skills.

T 15. ORGANIZING AN LD DAY

Reta J. DUTLY, Sandy RICHES, Ian MORRIS, James PENNER, Pam HILL, Gayle BROCKLEBANK, Durham Board of Ed.

To provide a rationale, ideas and practical suggestions for organizing an LD day. This would include slide/sound presentation, plus information on organizational details (registration forms, sample letters, facilities, refreshments, transportation, publicity etc.)

T 16. THE BAWATING PROJECT

Vince GRECO, Bawating C.V.S., Sault Ste. Marie

A highly flexible program organized on the basis of teacher-assisted independent study, with continuous immediate access for at-risk students and people seeking re-entry

T 17. "OPERATION EMPLOYABILITY"

GAINFUL EMPLOYMENT FOR THE HANDICAPPED STUDENT

Ken BENNETT, Project Co-ordinator, Operation Employability,

Industry Education Council, Hamilton-Wentworth

This three-year community work experience program is designed to help disabled young people gain self-confidence and employability skills through transitional work experience while they are still in school.

T 18. SPECIAL PROGRAMS TO DEAL WITH EXCEPTIONALITIES.

C. SODEN, Vice Principal, A. MOTT Inter-departmental Special Ed.

Co-ordinator, Bayside S.S., Hastings County Board of Ed.

Based on actual experiences at Bayside S.S. in developing programs, together with handouts and strategies on how these are co-ordinated with the regular classroom.

T 19. "PERSONAL LIFE MANAGEMENT"

Susan HIRASHI, Consultant, Special Ed. Area 5, Durham Board of Ed.

This workshop will highlight a course which offers a credit (under a guidance course code) to students in Learning Strategies classes for their work in the development of the skills necessary to succeed in the regular classroom.

T 20. THE LEARNING RESOURCE TEACHER AND

THE COMMUNICATION PROCESS

Rose VENNARI, LRT, South Lincoln H.S., Lincoln County Board of Ed.

Through participant involvement, there will be an identification of personnel involved in the Special Services process and a role definition assigned. Participants should leave the workshop with a personal plan to implement in their own schools.

WORKSHOPS

- T 21. "INTEGRATION IN ONTARIO SCHOOLS".**
Nancy STONE, Vice President, Ontario Association for Community Living
Integrating the exceptional child
- T 22. ASSESSMENT AND ITS APPLICATION TO PROGRAMMING.**
Joy HUTTON, Co-ordinator, Special Education, Norfolk County Board of Ed.
This workshop presents strategies for administering assessment/evaluation tools in order to fully use the process and the resulting data. The presenter covers sample responses and their interpretation
- T 23. THE WHYS AND HOWS OF EVALUATION**
Judy ELTING, Head, Special Education Dept., Gordon Graydon S.S., Peel Board of Ed.
This workshop will focus on the reasons for evaluation and provide practical ideas and strategies for evaluating exceptional students
- T 24. DOES SPELLING COUNT?**
Corinne MANLEY, Teacher, Special Education, Gordon Graydon S.S., Peel Board of Education
This workshop will discuss the topic of spelling and put it in perspective as a language skill. Practical strategies for spelling and proofreading will be explored.
- T 25. HOW TO TAKE THE SPECIAL OUT OF EDUCATION**
Wayne TOWNSEND, Resource Dept. Head, Forest Heights C.I., Waterloo County
Learn how to turn your Special Education Resource Program into a positive learning experience for both teachers and students. Communication is the key to removing the stigma of being involved in Special Education. A wealth of ideas and effective programs from across the province will be shared.
- T 26. THE ADMINISTRATOR AND SPECIAL EDUCATION**
Jan McGRAW, Principal, Jacob S. Hespeler S.S., Waterloo County
This workshop addresses the role of the administrator as philosophical and teaching leader in shaping the curriculum and the school structure to meet the needs of the special needs student.
- T 27. SEQUENCING IN A MULTI-DISCIPLINARY ENRICHMENT PROGRAM**
Mike LEWIS, Enrichment Co-ordinator, Paris D.H.S., Brant County Board of Ed.
A sequence of activities in an "autonomous learner" based program through a variety of courses over four years will be examined.
- T 28. THE PROCESS OF DISCOURAGEMENT**
R. James LITTLE, M.A., Med. - Teacher Diagnostician, Brant County Board of Ed.
The workshop will provide: (a) perspective of human behaviour; (b) information on how the process of discouragement works; (c) practical strategies for becoming a more encouraging person; (d) suggestion on self-encouragement.

FRIDAY, NOVEMBER 18, 1988

DOUBLE SESSIONS

- F 1. MORE FOR THE RESOURCE TEACHER: INQUIRY MODEL.**
Joy HUTTON, Co-ordinator, Special Education Services, Norfolk County Board of Ed.
A half day specifically designed for resource teachers including the Resource Team role, evaluation of the program developed by the Learning Resource Team, basic thinking skills (reasoning), and the learning strategies curriculum.
- F 2. WHAT AM I SUPPOSED TO DO WITH THE THREE L.D. STUDENTS IN MY CLASS?**
Sheryl HENNEBRY, Teacher, Innisdale S.S., Simcoe County Board of Ed.
The workshop will focus on how the different demands of each secondary school course affect different types of L.D. students and what the classroom teacher, the L.D. support teacher and the student can do together to meet their shared challenge.
- F 3. L.D.'S: WHAT IS THE FOCUS?**
Reva STAZ, Trillium Demonstration School, Ministry of Education
An overview of the Handbook for Teachers of Students with Learning Disabilities. The focus will be placed on 1) identification - characteristics/assessment; and 2) program modifications - strategies, as related to specific developmental needs and individual needs.

WORKSHOPS

- F 4. THE ROLE OF THE RESOURCE ROOM TEACHER**
Lauren NOBLE, Trillium Demonstration School, Ministry of Education
This workshop presents a holistic overview of the Special Education Teacher's Multiple Roles within a secondary school setting. The Resource Teacher is viewed as advocate, consultant, programmer, P.D. leader, politician and program evaluator.
- F 5. AN INTERACTIVE WORKSHOP ON LEARNED HELPLESSNESS**
Dr. Margaret PYSH, Director of Program, Stratford Center, NSSED, Illinois
Dr. James CHALFANT, Dept. of Special Ed., University of Arizona
This workshop will present an orientation to the learned helplessness syndrome in children and provide techniques for analyzing and diagnosing cases of learned helplessness. In addition, a system for creating remedial suggestions will be shared, as well as practical guidelines for helping learned helpless children raise their self expectation, persist longer on tasks, and become more independent.
- F 6. RIBBIN' JIVIN' AND PLAYIN' THE DOZENS - A CONTEMPORARY, SOMEWHAT "CATCH 22"**
Dr. Herbert FOSTER, Professor, Dept. of Learning and Instruction, Faculty of Educational Studies, S.U.N.Y. Buffalo
Using examples from reality, this workshop will describe, discuss, explain, and give strategies for dealing with street behaviour and language which turns up in classroom behaviour. Often misinterpreted and misunderstood by educational and helping professionals, minorities and the poor too often are suspended, placed in special education classes, in jails, and in institutions.
- F 7. THE IMPOSSIBLE DREAM?**
TEACHING SOCIAL SKILLS TO ADOLESCENTS
Karen DeANGELIS, Susan SANDIG, Gordon Graydon S.S., Peel Board of Ed.
This workshop will introduce teachers to one method of teaching social skills to adolescents. Through participation, demonstration and discussion, participants will learn how to organize and implement a social skills program.
- F 8. MAINSTREAMING STUDENTS**
WHO ARE PHYSICALLY CHALLENGED
Beth BRADSHAW, Itinerant Teacher, Special Units, Peel Board of Ed.
This workshop will discuss how secondary schools can program for students with physical disabilities: overview of different disabilities, program and environmental modifications, adapted Physical Education ideas and strategies to ensure successful integration. *Successful Learning Strategies Credit Plus of CONTRASTING-SPECIAL AND LANGUAGE PATHOLOGY SERVICES*
Janet POUDRIER, Widdfield S.S. Nipissing Board of Ed. 2nd level
Multisensory approach to teaching T.D. students. *Pheloxey, givley, shuch*
- F 9. STUDENT EVALUATION - DIFFERENT STROKES**
Neil GRAHAM, Co-ordinator of English, Scarborough Board of Education
This workshop will help expand your evaluation repertoire and better enable you to match evaluation techniques to the needs of special education students as well as to the programming for the gifted and specific learning disabled students.
- F 10. FILLING THE BILL.**
George MURRAY, Principal, Judy ELTING, Head of Special Education, Gordon Graydon Memorial S.S., Peel Board of Education
A model which provides regular school setting programs for students who are gifted, learning disabled, physically handicapped or need behavioural support. This workshop will discuss school organization, specific program modifications, staff development, and community relations involved in this delivery model.
- F 11. PEER TUTORS FOR - DEVELOPMENTALLY HANDICAPPED STUDENTS"**
W.W. BROWN, Co-Op Ed. Dept Lincoln County Board of Ed.
Federal funding already received to expand program begun in 86-87. Secondary Students received special training to work one-on-one at special TMR facilities, then work individually with assigned student on both "academic" and life skills areas.
- F 12. "RETRREATING" WITH GIFTED STUDENTS**
Bobbie HENLEY-HODGSON, Librarian, Clair KEOOPROM, Dept. Head, Special Services, Brantford C.I.&S, Brant County Board of Ed.
How to involve students in workshops dealing with inter-personal relationships, listening and interview skills, time management etc. Workshop would, with all of these skills through handouts, hands-on experience, and music.

Name Tag Informatic

Name
School
Position
Board

Please print the full name you wish to appear on your name tag.

PRE-CONFERENCE WORKSHOP SELECTIONS

WEDNESDAY, NOVEMBER 16, 1988

You may attend THREE workshop sessions at the Pre-Conference. Please indicate below your first FIVE choices in your order of priority from the seventeen workshop choices listed on Pages 3 and 4 of this booklet. PC1 and PC2 are double sessions counted for two sessions each.

1. PC
2. PC
3. PC
4. PC
5. PC

BASIC CONFERENCE WORKSHOP SELECTIONS

1st Choice T
2nd Choice T
3rd Choice T
4th Choice T
5th Choice T
6th Choice T
1st Choice F
2nd Choice F
3rd Choice F
4th Choice F

SESSIONS A,B AND C (THURSDAY)

You may attend THREE SESSIONS. List in order of priority your first six choices from Sessions T1 to T28. T1 is a triple session, to be counted for three choices. T2, T3 are double sessions; counted for two choices

SESSIONS D AND E (FRIDAY)

You may attend TWO SESSIONS. List in order of priority your first FOUR choices, from Sessions F1 to F17

Note: F1,2,3,4,5 are double sessions; counted for two choices

F 14. SPELLING: A RATIONAL APPROACH TO A VOLATILE ISSUE

Ruth SCOTT, *Language Arts Consultant, Halton*. Will address the issue of students in secondary school who still experience problems with spelling and will provide a framework for diagnosing spelling problems and appropriate remediation.

F 15. STRESS MANAGEMENT

John BUTKOVICH, *Secretariat, O.S.S.T.F.* Positive approaches to stress management can improve any teacher's or administrator's ability to deal with the everyday problems in school.

F 16. FIGHTING THE FUTURE

Ken KLONSKY, *Scarborough Board of Ed.* A video and manual will be used to outline a group confrontation process for dealing with non-achievement syndrome (developed in conjunction with Harvey MANDEL, York University).

F 17. MODELS FOR DELIVERY OF

SPECIAL EDUCATION SERVICES IN THE SCHOOL

Al PREDKO, *Principal, Scarborough Board of Ed.* The implications and successes of various models of delivery of special education services in a school will be examined — especially useful for administrators.

PLANNING COMMITTEE

JACKIE FOERTER

Co-ordinator, Special Education Services
Brant County Board of Education

MARY ASLIN

Head of Special Services,
Paris District High School
Brant County Board of Education

JOSCELYN HURST

Provincial Professional Development Committee
Liaison

MADELINE JOHNSON

Art Teacher
Gordon Graydon Memorial S. S.
Peel Region Board of Education

CHRIS MCCULLOCH

Vice-Principal
Halton Board of Education

WALT PARSONS

Learning Resource Teacher
Barton S. S.
Hamilton Board of Education

WILL THWAITES

Learning Resource Teacher
Sir Allan McNab S. S.
Hamilton Board of Education

BOB BUCKTHORP

Executive Assistant
OSSIF

ROSEMARY KENNEDY

Conference Secretary
OSSIF Provincial Office

Address all correspondence to:
Conference Secretary, Rosemary Kennedy, Provincial Office,

OSSIF

60 MOBILE DRIVE, TORONTO, ONTARIO M4A 2P3



McMaster Alumni Association
Alumni Memorial Hall
McMaster University
Hamilton, Ontario
Canada L8S 4K1

objecting

Telephone:
(416) 525-9140, ext. 4212

May 29, 1987

Ms. Joan Morris
Vice-Principal
Barton Secondary School
75 Palmer Road
Hamilton, Ontario
L8T 3G1

Dear Ms. Morris:

Jim Warren has informed me that you have agreed to participate in the Headstart '87 conference, which will be held at McMaster University on September 30, 1987. A copy of the preliminary program is attached for your information.

I was pleased to learn that you have agreed to lead the student workshop session on "Planning a big event". Would you be able to send us a brief outline of your session plan by June 25, 1987? We have allotted a two-hour period for the workshops which should allow enough time for both an information exchange and group discussion. I anticipate that there will be approximately 40-50 students in your session.

Should you have any questions about the conference or your workshop, please do not hesitate to give me a call at (416) 525-9140, ext. 2497.

Thank you for your help.

Yours sincerely,

Liz Altorf per P.B.

Liz Altorf
Coordinator, Constituent Programs

LA:pb
encl.

A CENTURY OF DISCOVERY



UN SIÈCLE DE DÉCOUVERTES

HUMAN RESOURCES DEVELOPMENT WORKSHOP FRIDAY, OCTOBER 13, 1989

~~~ LAURIE GOLAB ~~~  
~~~ JOAN MORSE ~~~

A G E N D A

| | |
|---------------|--|
| 9:00 - 9:15 | Introduction / Ice Breaker |
| 9:15 - 10:45 | Image of the Graduate - a group exercise |
| 10:45 - 11:00 | Break |
| 11:00 - 11:30 | Definitions - group work |
| 11:30 - 11:45 | S/C Instrument - Individual exercise |
| 11:45 - 1:00 | LUNCH |
| 1:00 - 3:00 | Jigsaw - a group process |
| 3:00 - 3:15 | Break |
| 3:15 - 3:50 | SUPERVISION |
| 3:50 - 4:00 | Wrap-up/Evaluation |



IMAGE OF THE LEARNER →
COMPONENTS OF ACTIVE
LEARNING → CLASSROOM
ORGANIZATION NECESSARY → WHAT TO
LOOK FOR → HOW TO GET YOUR
TEACHERS THERE

OBJECTIVES FOR THE DAY

1. TO CREATE AN IMAGE OF THE GRADUATE.
2. TO UNDERSTAND WHAT ACTIVE LEARNING IS AND HOW IT IS TRANSLATED INTO CLASSROOM PRACTICE.
3. TO UNDERSTAND A VARIETY OF TEACHING STRATEGIES USED TO PROMOTE THE IMAGE OF THE GRADUATE.
4. TO UNDERSTAND THE RELATIONSHIP BETWEEN TEACHING AND EVALUATION STRATEGIES.
5. TO APPRECIATE THE NEED FOR CHANGE, THE DIRECTION OF CHANGE, AND THE DIFFICULTY OF CHANGE.
6. TO LOOK AT ALTERNATIVE SUPERVISION METHODS.

MY PROFESSIONAL GOAL

BY _____ I WILL _____
(date)

I believe that collaboration with knowledgeable, creative and eloquent people controls the changes that we face."



Joan believes in providing the knowledge her staff needs to make decisions. On a retreat for the Department of Education to invited several officials from the Board of Education and what share with us exactly what their jobs entail, and what simple priorities were. Although this seems like a very clarified thing, it was a powerful motivator for us because it of the Board, and opened up further channels of reorganization communication. Ending the sense of isolation and frustration that comes with not having complete information is a major an exceptional leader.

125 Blenheim Street
Enderbury, Ont.
October 12, 1991

Re: Joan Tope

When I was Superintendent of Curriculum and Special Services for the Board of Education for the City of Hamilton during the last decade I was extremely fortunate to have had Joan Tope as my Administrative Assistant for 2 years. Joan's pro-active and positive approach to people's problems and tasks to be accomplished is her trade mark. Students, teachers and parents all are attracted by her strong leadership and by her sensitive approach to their needs and to their hopes and aspirations.

As a curriculum leader, she has been a significant change agent in Hamilton and across the province. She has contributed heavily to the province's direction in Action having had a strong influence on new curriculum recently published by the Ministry of Education. For her, curriculum must be relevant for students; her influence in this direction is obvious in the new Ministry guidelines.

Joan is a proponent of shared decision-making. Those who work with her know that she does not make decisions unilaterally. Those who are affected by change know that they will be involved in shaping that change. Those who are on her staff know that you don't work for Joan, you work with her.

It is a pleasure for me to add this letter in support of my friend and colleague Joan Tope.

Sincerely,
Chris E. H. McKague



HISTORY AND GEOGRAPHY NEWSLETTER

for the Northwestern Region

March 1989



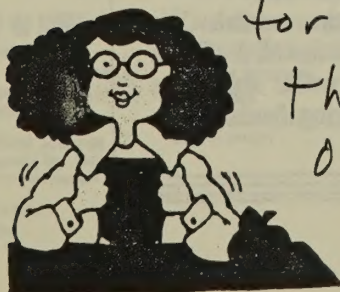
I am sorry to be leaving Northwestern Ontario. I will miss the friends I have made.

WHAT WILL I REMEMBER?

- Brian Kenny and program Council West's unflagging support.
- the enthusiasm of the Geraldton networking group developing their gr. 7-10 intermediate support team.
- the teachers from Rainy River and Sioux Lookout who ventured forth in -38% weather to work on the History curriculum in Dryden.
- Dick Hewitt who designed and bought sweatshirts with Ancient History written across the front and the bust of Pericles logo for the History Department to wear. History went up by four classes at Beaver Brae as a result of his enthusiastic and innovative approach to his subject.
- the sharing and planning of the Program Council East's geography teachers and Ivan Bakk's taping of the event.
- the super staffs of Hammaraskjold, Gron Morgan, and Lakeview who participated in the Learning Styles Workshop.
- Bert Baumann, the General Level Coordinator for the Lakehead Public Board, who promotes the development of skills which help staffs implement the new guidelines, especially at the general and basic level.
- talented educators like John Bick and Roy Piovesana who keep students as their prime focus, and who willingly share their expertise.
- hard working organizers like Tom Fry of Fort Francis and Phyllis Willson of Kenora R.C.S.S. who assisted teachers under their jurisdiction by arranging in-service sessions.
- the silent but effective supporters such as Florence Luke of Longlac who "clued me in" and helped make me more effective in my position.
- the most professional staff I have ever worked with at the Regional Office of the Ministry of Education. I learned a great deal about organization, people skills, and team work from them.
- the super support staff, especially my secretary Suzanne Dufour.
- the teachers who were bright lights in far flung areas like Red Lake, Nakina, Sioux Lookout, and Manitouwadge.
- the energetic Brian Sheils, the O.A.G.E.E. representative in the Northwestern Region.
- the Lakehead Geography Heads' who included me in their activities.
- Rod MacLeod of the Lakehead University who put together myself Russ Garrett, and Ron Howarth to make a video on May 7, when it snowed.
- Marilyn Gouthro, the Lakehead Public's and Kevin Debnam, the Lakehead R.C.S.S.'s Coordinator of Social Sciences who helped in ways too numerous to list.

This is no **ordinary** teacher you're dealing with...

*Even in 1989, Joan
was preparing teachers
for changes*



*that will now
occur in the
mid-1990's.*

*in a deserted highway; the lure of the
ring the further away I flew; the names of the
vision when we had a "make and take"
my resignation; never seeing a moose until
the traditional values such as church-going*

*Sincerely
Joan Mares*

On Thursday, May 11, I had an opportunity to hear Morris Leibowitz talk about the implications of the Speech From The Throne. Some of the highlights are:

. PHASE 2

The new OSIS beginning with Grade 7 - 9 and with Grade 9 destreamed will be in place September 1992. The Grade 10 will be in place by September 1993.

. The education system will be organized as:

JK, SK: The Foundation Years
Gr.1-6: The Formative Years
Gr.7,8,9: The Transition Years
Gr.10,11,12: The Specialization Years

. Gr. 7-9 destreamed will be viewed as a 3-year program with:

- no credits given
- integrated approaches
- no levels attached
- core compulsory (75%)
- fewer teachers' contacts
- mentoring
- provisions for remediation and enrichment an integral part of the program.

It is left to the Boards to establish the "place" of grade nine but the Ministry right now sees it still in the secondary schools. This raises questions which must be addressed such as: What will be the conditions of promotion? Can grade 9 students reach ahead? There is no answer to these as yet.

Grade 7-9 will have a core with grade 9 core to include: physical education, art, French, social science, mathematics, science, language. The electives will be: technical, business, industrial art, family studies, and may include religious education and Native studies.

. Gr. 10, 11, 12

The THINKING right now is to:

- . provide real opportunities for specialization,
- . specified number of credits being looked at is 21 with an identified number, maybe 9, of compulsories at 3 levels of difficulty,
- . 6 OAC's are still required for University.

The Ministry is looking at the following as compulsory subjects:

| | |
|--------------|---------------------|
| 3 Language | This means that for |
| 1 Math | advanced: |
| 1 Science | 21 requirement |
| 1 Art | -6 OAC compulsory |
| 1 Tech/Bus. | 15 |
| 1 Soc. Scie. | -3 |
| 1 Phys. Ed. | 12 electives |

For Math advanced University bound, the timetable would look like:

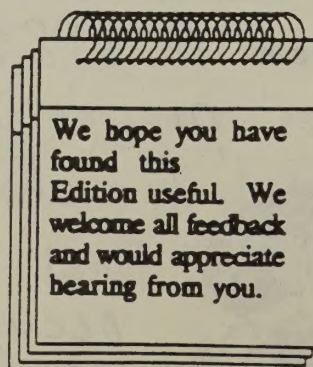
| Year | Year | Year |
|------------|---------|--------------|
| 10 | 11 | 12 |
| Gr.10 Math | 11 Math | Calculus OAC |
| Gr.10 Scie | 12 Math | Alg&Econ OAC |
| | Phys. | |
| | Chem. | |

For Humanities or Social Science students, they can still take advanced level OAC math and science in grade 12.

| Year 10 | 11 | 12 |
|---------|-------------|------------|
| 10 Math | 11 Adv Math | Finite OAC |

What does all this mean for HISTORY AND GEOGRAPHY teachers? My reaction would be:

- . Don't develop courses of study for grade 9 and 10
- . Do develop a skill hierarchy.
- . Start with "Image of the graduate" from OAC, advanced, general and basic level programs.
- . Establish a "continuum of growth" for the subject from grade 7 - OAC for selected concepts (subject specific) skills and attitudes.
- . Re-read OSIS requirements for grade 7 & 8. Project this to include grade 9 and discuss implications with other teachers.
- . Communicate clearly:
 - to Guidance, the overall program objectives,
 - to English, the value of social sciences in supporting language skills.



ABOUT GREAT LAKES WATER LEVELS AND LEVELS OF THE ST. LAWRENCE RIVER. CONTACT:

CANADA CENTRE FOR INLAND WATERS
867 LAKESHORE ROAD, P.O. BOX 5050
BURLINGTON, ONTARIO
L7R 4A6 OR
GREAT LAKES/ST. LAWRENCE STUDY
OFFICE
111 WATER STREET EAST, SUITE 232
CORNWALL, ONTARIO
K6H 6S2

FREE! FREE! FREE! FREE!

THE KIT CONTAINS *TWO BOOKS: THE ROLE OF SHORELINE VEGETATION IN SHORELINE
MANAGEMENT,
THE GREAT LAKES WATER LEVEL

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- * BIBLIOGRAPHY

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- | | | | |
|---|-------|---|-------|
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| ___ *FOCAL POINTS IN WORLD AFFAIRS | 60883 | ___ *THE WORLD'S POLLUTED SEAS | 60886 |
| ___ *SOUTH KOREA IN THE FAST LANE | 60885 | ___ *WORLD RESOURCES LAND | 60889 |
| ___ *WORLD POPULATION, YESTERDAY, TODAY
& TOMORROW | 60888 | | |

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64 | 64K |
| ☐ | IBM®, PC
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PLAN TO ATTEND



The King Edward Hotel

Toronto



The Ontario Association for Geographic
and Environmental Education

Northern Ontario Newsletter - March 1989

Brian Sheils - Hillcrest H.S.
96 N. High St., Thunder Bay.

I want to start off this newsletter by thanking, profoundly, those who completed my questionnaire in the last Northern Ontario Newsletter. Certainly part of it was written with my tongue firmly embedded in my cheek but, by and large, it was a seeking for information which could be shared with my associates on the executive. So thanks again - sometimes you, i.e. I, get to wondering if there's anyone out there.

One communication I HAVE received recently, and which I just plain neglected to mention (you'd understand if you saw my filing system) was from Mount St. Joseph College, 100 Ontario Avenue in Sault Ste. Marie (P6B 1E3). Stan Refcio is the Teacher-Librarian there and wants us all to know that they have produced a cumulative index (1981-1987) for the Canadian Geographic.

The index lists some 1200 articles, alphabetically by subject, and it has been found quite useful in student research.

The "National" has given permission for the index to be copied and print-outs may be obtained from Stan at the above address. Cost will be a mere \$5.00.

Another (oh shame) missive which got lost in the shuffle was also from the Soo, this time from John Hrycyk of Korah C and U.I., 838 Goulais Ave., P6C 5A7. John writes to inform that he and his department associates have produced (49) slide + tape kit on the subject of the Soo as a steel-making and transportation centre.

To get YOUR edition of this program, send \$75 (or just requests for information) to John at the above address.

Yes, it's THAT time again, time to (re)new your OAGEE membership which means that you believe in geographic education in Ontario AND you get The Monograph, a geographic education tool of VERY

Please circulate:

.....
.....
.....

Comments?

.....
.....
.....

Our president this year is

Colin Ball. He's a professor in the Faculty of Education at the University of Windsor and is very knowledgeable and enthusiastic about Guideline implementation. As president of OAGEE he'll be real busy and probably won't be able to do the "Roadshow" presentations he'd like to. Sure we all wish Colin a good year in this very demanding position.

You want info. about mining? Contact the Ontario Mining Association at 111 Richmond St. W., Toronto (M5H 2G4). They have a very good package on the Sudbury basin, and other good stuff as well. Write and find out.

high calibre. The most recent issue, with its articles on higher level thinking skills is a case in point. It has received wide distribution. Use the form provided and (re)new today.

And remember: "an institution (departmental or school) membership is kissing your sister (or brother, if the case may be)."

ISCELLANEOUS

You are reminded about the existence of "Chimo", an interactive computer conference system covering "all" of Canada and allows communications/conferencing between teachers, classes, etc. For more information, write me, eh. There IS a cost, which is mainly long-distance charges.

If you have concerns about the availability of acceptable texts, so is OAGEE. We are working on the problem, in that we are doing reviews of the books available - and the reviews will be published as soon as possible. We're looking at both English and French books, by the way.

Write for, and contribute to, The Monograph. The Editor? Gary Birchall, at the Hamilton Board of Education, 100 Main St West, Hamilton (L8N 3L1).

The Royal Canadian Geographical Society has a \$200 000 budget for projects which advance geography in Canada. The next approval date will be mid-April. Write to "The Royal" for your application form. The Implementation kits which OAGEE is in the process of preparing are being supported by the Royal, by the way.

Parts D, E and F are (being) translated and on their way... estimate June '89 for part E.

The Ministry Implementation Team is compiling a list of curriculum development

ment projects and contact persons in all regions of the province, the purpose being to get an overview of activity and enable networking to take place.

7. Good liaison seems to be occurring among OAGEE, the Ministry and the Universities, the purpose being to facilitate implementation. The K-W Universities are producing packages for the two OAGs... all university chairs have agreed to act as liaison to a group of schools... independent study is becoming "an issue"... can "we" identify teacher needs for upgrading?... watch the Monograph for your invitation to indicate to your Regional Councillor (that's me) your interests and expertise... other things are moving to the front burners - watch for them. OAGEE helps!

8. GEOS is a quarterly journal about the earth's resources. It's available from the Department of Energy, Mines and Resources, Communications Branch, 580 Booth St., Ottawa K1A 9Z9.

ONTARIO ASSOCIATION FOR GEOGRAPHIC AND ENVIRONMENTAL EDUCATION INC.

36 Bessam Court, Unit #3, Concord, Ontario L4K 3C8

ANNUAL MEMBERSHIP APPLICATION FORM, (1988) (January to December)

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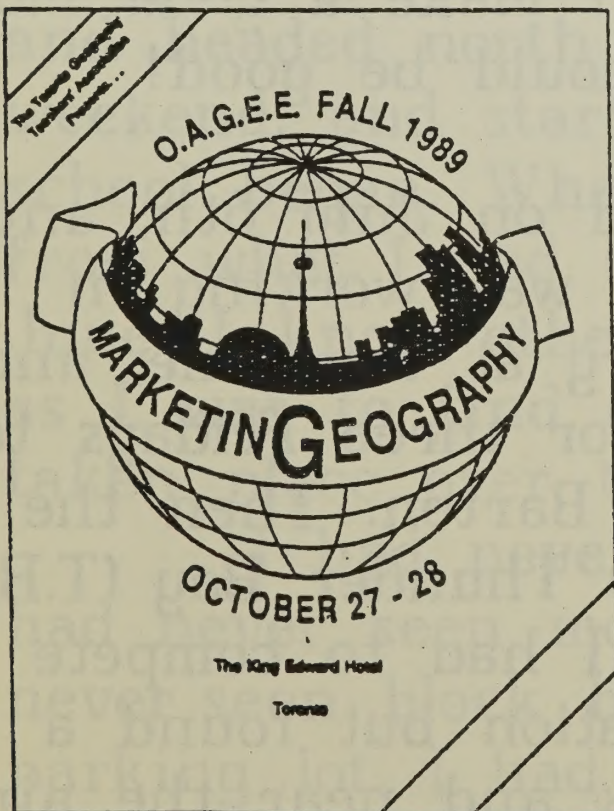
Through our business office, OAGEE can now generate a computerized mailing list which will help us serve our members more efficiently through selective mailings, responding by return letter, providing regional updates and improved communication between OAGEE, other organizations and OAGEE members.

To be effective and useful, the computer mailing program needs to know your full address, school and school board and your areas of interest. Please take the time to fill the appropriate spaces so we can serve you better.

| | | | |
|--|--|--|---|
| Tick where applicable. | ☐ Renewal of Membership | ☐ New Membership | ☐ Update of Information Only (Pick-up 1988 Membership) |
| Name _____ | | | |
| Address _____ | | | |
| City _____ | Province _____ | Postal Code _____ | |
| School _____ | School Board _____ | | |
| Business Phone (_____) _____ | | | |
| Do you teach in French? ☐ | If so, would you like to receive Gazette? Yes ☐ No ☐ | | |
| Tick the appropriate section | | | |
| ☐ I need a School Board and/or other information here | | ☐ I would like to see the following (checked in the Monograph and at Conferences):
☐ 01 Payroll
☐ 02 Letter
☐ 03 Third World
☐ 04 Environmental
☐ 05 Human
☐ 06 Regional
☐ 07 Outings
☐ 08 Monography
☐ 09 Computer/Technology
☐ 10 Other _____ | |
| | | ☐ We need your help to work on educational projects that your Executive has undertaken on your behalf.
☐ I would like to help in:
☐ 01 Committee Projects
☐ 02 Secretary
☐ 03 Conference
☐ 04 The Monograph
☐ 05 Outings
☐ 06 Marketing Geography
☐ 07 Other _____ | |

In order to better serve you, OAGEE is interested in knowing any specific concerns which you may have about the state of Geography in Ontario today. Please enter your comments below.

ENTRÉE À LA CONFÉRENCE D'ÉCHANGES D'OPINIONS, DÉPOSÉE À OAGEE.



Upcoming conferences are looking GREAT.

By the time you receive this newsletter the Windsor Spring conference will probably be over and will have proven me right. Some of you know whereof I speak, since you've been to Hamilton in the fall, or others before that.

The Fall conference, advertised elsewhere on these pages, is WAY into the planning stages and is looking GOOD. Being at the Royal Eddy in downtown Toronto, with certain limitations in terms of accommodation, you're encouraged to start planning NOW so as to not be disappointed. OAGEE is also well along in planning an outdoors-oriented, residential conference at the "Frost" facility in Dorset. Watch for it.

This is no **ordinary** teacher you're dealing with...

Dear _____

Surprise! I'll bet you disappeared completely, turning up again. I was week and hoped to see but it proved too much decided to write to you had disappeared forever.



P-655 © 1990 3M

As you know, the manner of my departure was indecently hasty to say the least; but it has been the best move I've made since I went to England for a year, and that was in 1972! I make a good move once a decade, so it should be good!

I was interviewed on July 6th, and hired two days later. I was working in Toronto for the Ministry at the time, and had to leave at noon for three Fridays to clear out the office at Barton. Then the last week of July I flew to Thunder Bay (T.B.) to locate a place to stay. I had to compete with students for accommodation but found a very nice location near work and near the airport in an older area called Westfort. It is on the main floor of an older home so it is large and spacious. Having settled that problem, I returned in time to take a vacation at Gord

Wall's cottage up near McKellar just past Sudbury. I had rented it in May for three weeks before I knew I would be moving. I knew after working July for the Ministry I'd need a break. I'd also been working hard at the end of the school year to finish time-tabling and the Barton Planner, plus the fact I was still not quite recovered from the surgery, I decided to take the vacation and spend the three weeks even though it left me with a couple of weeks to move. I put everything in storage, loaded up a U-Haul, and headed north on the Labour Day weekend, and started work on the Tuesday school began. What a different experience from what I had anticipated when I left in June. I know others were just as surprised as I was to find the changes which had taken place over the summer.

I had never been this far north. I had never seen moose signs so large! I had never seen block heater plugs all over the parking lot. I had never seen the size of the wedges of geese covering the evening sky.

As for the job, I had never been paid to travel and learn the area. What a way to learn about the Canadian north first hand.

My first assignment has been to visit all the secondary schools in the area and get to know the people, the program, the community and the barriers to implementing the History and Geography Guidelines which is my job. It is a two-year job at least, even though my contract is for one year only. So far, I have driven the north shore of Lake Superior to Marathon, Terrace Bay, Schrieber, and Nipigon-Red Rock. I have flown to Kenora, Fort Francis, Dryden, Sioux Lookout, and Geraldton - all places I didn't know existed or if I did, not where they existed. Now I do. The schools are really warm and welcoming places to visit. They do not have the amenities we enjoy. They are grateful for any assistance that comes their way. So I have been pestering my friends and contacts in the east (Hamilton is "down east" here) and most have responded with heartwarming alacrity. The people in the office are supportive as it is relatively small in numbers and very experienced and professional. I am sharing my office with Jim Whicher who is a real pro and supportive. All the people here are supervisory officers and act in this capacity for small Boards of

Education. I have requested that if I am here next year that I be given a Board to look after and they agreed this is a possibility. So I have a great number of opportunities as you can see to make whatever I want with this job. I have also set personal goals - to learn how to creatively use the computer and to speak French. I've got to learn to keyboard first. This accounts for the format of this letter. I'm definitely in the novice stage but I'm persevering.

I have made some really nice friends here, but I still miss the many good friends I have in Hamilton. Travelling can be lonesome. I miss the get togethers. I find that when I make it home, I become a Chatty Cathy which is not like me normally. I have flown to Toronto four times on business as well so get to see my mom and dad more frequently than usual. However, this stops now till Christmas. I have travelled in smaller and smaller planes. The last one was a six-seater. I still have the experience of flying into Summer Beaver or Pickle Lake where there is a secondary

5.

school which can only be reached by a small four-seater. I really have fallen in love with this method of travelling. The smaller the plane the better I like it. I haven't hit a rough trip yet though and they tell me it can get real nasty. I haven't seen a moose yet either but they assure me they exist. As a matter of fact, one was filmed wandering down one of the thoroughfares of T.B. I have seen fox wandering down near the dock area but not a moose.

I just looked over this stream of consciousness (or unconsciousness, depending on your point of view) and I think I need to end this epistle immediately. Without further ado, goodbye for now. Please write. I'd love to hear from you. I've included my card not only to impress you, but to coax you to reply.

A VOICE FROM THE PAST

Last June, after closing the books on the timetabling and saying goodbye to the staff, little did I expect to be in Thunderbay in September instead of Barton. But when school rolled around again, I was way in the north country having the experience of a lifetime. During the summer, while working for the Ministry of Education, I was offered the opportunity to implement the History and Geography Guidelines for Northwestern Ontario on a one to two year secondment. I jumped at the chance. Did I ever turn up a winner!

Right now I am sitting looking out at a winter wonderland after spending Christmas in Hamilton with my family. I flew north to a transformed landscape right out of Currier and Ives. Here winter sports are right outside your door. The best cross-country skiing is a ten minute drive from my doorstep, and glorious downhill skiing is no further away. I am forty minutes to the American border, but Thunder Bay has all the amenities one could hope for anyway. Nothing is more than a short drive away. And driving is a dream with a mere fraction of the traffic that plagues the highways and urban streets of southern Ontario.

I met a Barton student while home visiting and she reminded me of my swift departure from a school where I had made many warm friends both staff and students. I felt I should contact you and let you know what I am doing these days. The job I have entails travelling all over the northwest region from Manitouwadge in the east to Rainy River and Kenora in the west. I am primarily responsible for secondary schools so rather than drive Highways 11 and 17, I fly. I usually fly two to three times a week to places such as Marathon, Kenora, Fort Frances, Geraldton, Red Lake, Dryden. Do you recognize any of these places? When I took the job, I must confess some were just vague names and locations to me. Others I had never heard of at all! Now, I'm fast becoming a seasoned traveller, having already flown to Toronto seven times for a variety of reasons. I even have a corporate American Express Card! I don't leave home without it! The planes keep getting smaller and smaller. I am down to six-seater Twin Otters and Jetliners. I have yet to fly the four-seater they take up to Pickle Lake and Summer Beaver, but will be making that trip soon. One of the first staff meetings was a make-and-take lesson on survival kits to pack when flying and in your car when driving. I almost came home after that session!

As you can tell, I am really enjoying myself, and am keeping very busy. However, I still miss Barton. I spent three rewarding years there getting to know and appreciate the students and the community. To all of you I wish a Happy and Successful New Year.

Sincerely
Joan Morse



Ontario

Ministry of
Education

Ministère de
l'Éducation

This is no **ordinary** teacher you're dealing with...

*A letter written in 1989
at the end of Joan's
term with the Ministry.*



To Whom It May

P-655 © 1990 3M

Edifice du gouvern
de l'Ontario
435, rue James su
C.P. 5000
Thunder Bay (Onta
P7C 5G6
Téléphone 807/475

Mrs. Joan Morse began a secondment from the Hamilton Board of Education to the Thunder Bay Regional Office of the Ministry of Education in September, 1988. Her responsibilities included assisting boards in the review, development and implementation of ministry guidelines in History and Geography at the intermediate and senior levels.

Her strong inter-personal skills and cheerful disposition combined with enthusiasm and dedication made Mrs. Morse an invaluable asset to both the Northwestern Regional Office of the Ministry of Education and to the boards we serve.

As she moves on to become a high school principal, Mrs. Morse will no doubt continue to demonstrate many of the qualities which have made her work so successful here.

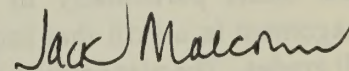
She is a self-starter who makes decisions, plans and carries them through as in her regional History/Geography newsletter. During her time in Thunder Bay, Mrs. Morse has addressed many groups including the Regional Curriculum Council, Indian and Northern Affairs teachers, Secondary and Intermediate division teachers. She has also demonstrated her ability to gear materials and presentation as appropriate to the audience. Good communication skills are important in education. Newsletters, reports to the Regional Education Council, workshops for Department Heads and a series of seminars on learning styles to school staffs across the region have been examples of her effective communication.

A final requisite for a leader in education is good organizational ability. Mrs. Morse organized a first meeting of teachers of Geography in grades 7-10 in a part of this region, planned the program, and did much to integrate curriculum across all these grades; a project which received many accolades from those who participated.

I believe Mrs. Morse to be a dedicated educator with many strong leadership and interpersonal skills. Her knowledge of the learning process combined with a cheerful and optimistic outlook on life have made her a most valued member of this office staff.

While her wish to return to Hamilton is very much regretted, we wish her well in her new position and know that those teachers and students who will be in her school are most fortunate to be led by such a person.

Yours sincerely,

A handwritten signature in dark ink, reading "Jack Malcolm". The signature is fluid and cursive, with the first name "Jack" and last name "Malcolm" clearly distinguishable.

Jack Malcolm
Regional Superintendent
of Education

Barton Planner

helps students and staff with time management

Anyone who has ever tried to juggle a busy schedule of classes, meetings, deadlines, social events, travel—whatever, knows that you're dead in the water without a planner. No one ever teaches you this but you learn it fast enough your first day on the job.

Last April a committee of teachers at Barton Secondary School thought it would be a good idea to teach kids how to use a planner before they leave school. OSIS emphasizes that ideally, students should become independent learners, capable and willing to accept ownership of their own education. The committee felt that using a planner would help students develop their management skills particularly in time allocation. Time management is a skill that impacts on all programs in all grades. The planner would also emphasize the importance of attendance, study skills and goal setting. Committee members were Judy Cole, Peter Gerrard, Todd Kirby, Judi Linfoot, Joan Morse, Eileen O'Sullivan and Sue Stuart.

About 2200 dollars needed to be raised to buy a planner for every student and staff member. The money came from a bingo, hotdog sale and garage sale, with the students' council kicking in 1000 dollars.

It was necessary to plan an on-going communication strategy to ensure continuous use of the planner. In-services were arranged for staff; coffee meetings and newsletters for parents. The Mountain News helped out by printing an article on the planner, which found its way into area homes.

Home room teachers taught basic time management skills to their classes, with special emphasis for grade nine classes. A planner reminder went out with the mid-semester report cards.

The planner itself looks like an ordinary calendar/daybook, but it's tailored to the Barton Community, listing important events, P.A. Days and holidays. Each month there's a new study tip, inspirational sayings,

slogans, cartoons and words of wisdom. Of course there's room to write in your own responsibilities and notes. The whole thing is done up in an attractive package.

Informal evaluation has shown that the planner is being used by students and staff alike—not by all but by an encouraging number. One person said, "It's the closest thing to the Bible."

The staff at Barton have shown how a great idea can turn into reality. This year the OSSTF has given an Excellence in Education Award to Barton to continue the planner for another year, and plans are already underway for a new, even better planner.



Never miss another party! As the above photo indicates, students really do use the Barton Planner.

*Robert Jean Newsletter
April 88*

"I believe that my job is to plant the seed, the vision, then gather a committed group to nurture it and help it grow. Then, after I leave, the vision will continue to grow."



SHERWOOD SECONDARY SCHOOL

25 HIGH STREET

HAMILTON, ONTARIO

TELEPHONE (416) 383-3377

L8T 3Z4

October 28, 1991

Ms. Evelyn Myrie
Chairperson
Hamilton Status of Women Sub-Committee

Dear Ms. Myrie:

When Joan Morse arrived at Sherwood in September 1989 as the school's new principal, the concept of an all-adult day school credit program was in its infancy in secondary schools across the city. Joan believed strongly in the value of an adult program to the community and proceeded to promote the development of an excellent and vigorous adult program at Sherwood. Bob Leedale, Principal of Adult and Continuing Education, referred to Sherwood as the Hamilton Board's *flagship* school for adults.

Joan sees more and more adults returning to the classroom in the 1990's and, as a result, she has appointed a co-ordinator to monitor the adult program in her school.

Joan promotes a regime of participation, support, fairness, trust and candour. She encourages people at all levels to contribute their ideas on the premise that "none of us is as smart as all of us." Recognizing the rapport in the school, one of our mature students appropriately named the adult body the *Sherwood A(adult)-Team*. The *A-Team* studies and socializes together, suggests new courses, promotes the adult program, and recruits new students for it. As individuals they visit classmates who are sick, lonely, or in mourning; as well, they share with them in their happy times. For these students, the real pay-off comes from having the inner resources to constantly renew the joy of discovery and the glow of accomplishment throughout their lives.

Deep down, people want to identify with a group, to make a contribution, to express themselves and exercise their creativity; thus, Joan fosters an environment where adults not only are segregated from but also are integrated with the regular students. Integrated activities include a successful Family Christmas Dinner, the Stratford field trips, adult tutoring, and adult support for school charities and fund raisers.

Joan's mission is to make progress--"those who manage but do not lead are mired in the status quo". To develop students' potentialities, Joan introduced the Principal's Adult Award last year and recognized the recipient at the adult year-end dinner and at the school's graduation. Aware that her retirement is only a few years off, Joan delegates to bring forth leaders among her staff and trains them in an ever-broadening range of experience and responsibility. Staff members involved with the adult program now tailor curriculum to adult needs, meet individual demands for self-directed study, and assist with transcript assessments for graduation.

Ms. Evelyn Myrie
October 28, 1991
Page 2

Joan knows the rewards for performance and risk-taking. She pools the efforts generated by personal ambition into a general effort to produce an endowment in which everyone shares. *Sherwood's A(adult)-Team* newsletter was popular when Joan arrived at the school and her desire to communicate through newsletters, including her own, has ensured its continuation. Some three hundred copies of each issue of the *A-Team News* are circulated through the students into the community and beyond. As a result, she has supported a New Horizons application for which a federal government grant will fund state-of-the-art computer equipment to be used to enhance the format and appearance, and to broaden the appeal of *Sherwood's A-Team News* as well as to expand communications relating to the adults' activities.

In pursuing her philosophy regarding the adult program, Joan believes that communications have a front-line role to play and that positive messages must extend into the community. Her communications reach beyond the school in frequent articles in the *Mountain News*, in a series of nine segments for CHCH-TV featuring the adult program, and in a recent CHCH-TV news clip of mature students returning to Sherwood. Sherwood's adult presence at Lime Ridge Mall during Education Week is a showcase performance which is unsurpassed. Again out in the community, the backbone of the adults are 23 sponsors--friends of Sherwood--who have provided financial backing for two years thereby showing their confidence in the adult program. Joan fosters communications through the adults which liaise with Neighbourhood Watch, Sherwood Public Library, Highview Park, The Sackville Hill Adults Recreation Centre, and Henderson Hospital, the school's Industry-Education Council partner. Her communication skills have the power to bring light to our school and thus bring a brighter life to those who share in these blessings.

Today, Joan and her school are at the hub of the Sherwood community. She mobilizes her power to communicate through every spoke on the wheel in the cause of promoting understanding through teamwork. And she should be assured that the philosopher, Lao-Tse, was speaking of her in these words: "Fail to honour people, and they will fail to honour you; but of a good leader, who talks little, when his work is done, his aim fulfilled, they will say, 'we did this ourselves'."

Respectfully submitted,

Catherine Attridge

Catherine Attridge, Co-ordinator
Adult Studies Program

SHERWOOD SECONDARY SCHOOL

25 HIGH STREET

HAMILTON, ONTARIO

TELEPHONE (416) 383-3377

L8T 3Z4

1991 10 25

I did not know Joan as a vice-principal nor as a classroom teacher, but I believe I know her as she would have been in her earlier responsibilities from the lady I see today - Joan Morse, Principal.

Invariably, every teacher and department head faces this question from a score of colleagues in other schools as a year is begun with a new chief administrator. "Well, what's she like?" In my case the answer didn't come from first impressions or knee jerk reactions. Rather, it came after working with her; watching, listening to and debating with her for over four years. My answer couldn't have been known without that period of association - for in a word, I see Joan Morse as being consistent! The person you see at 9 am is the person you see at 3! The Monday morning person is the Friday afternoon person. The lady you see in September is the same lady you see in June. With Joan Morse there are no surprises. What you see and what she says, is what you get!

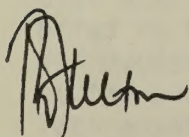
There are few characteristics which I would rank more highly in a person than that of consistency.

Joan Morse cares about young people and their education. This is evident in her well developed educational philosophy which she has articulated clearly and often. Everything that follows in her decisions and dealings with others reflects that philosophical framework. Few concerns need be raised about how Joan will react to a school procedure proposal or a curriculum thrust. If it is consistent with Joan's philosophy, you can count on her support - If it doesn't, be prepared to suggest alterations!

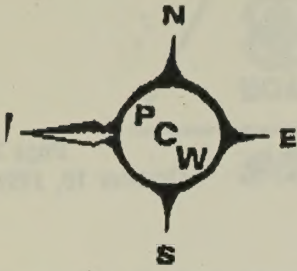
To operate a school of diverse interests in this way suggests other qualities which Joan has. She is a risk taker and trusting. She is supportive and empowering. She is enthusiastic and she is principled. Joan communicates with more than words. She demonstrates her beliefs through actions and statements which few can fail to understand.

Her adult life has been education - at the school, city and provincial levels. She has given her all to it, and it would be most fitting that she should now receive something back - recognition for a job being done well!

Sincerely



Ronald D. Fulton
Head of Geography



PROGRAM COUNCIL WEST

79 Casimir Avenue (Lower Level)
Dryden, Ontario P8N 2Z6

Brian Kenny

Curriculum Co-Ordinator

Program Council West

Telephone (807) 223-4972

FAX (807) 223-4703

October 10, 1991

Evelyn Myrie
Chairperson, Status of Women Committee
Hamilton Board of Education
Box 2558, 100 Main Street
HAMILTON, Ontario
L8N 3L1

Dear Evelyn:

I am writing with regards to Joan Morse who, I understand, has been nominated for the honour of woman of the year.

As you are aware, Joan spent a year, seconded to the Ministry of Education in Thunder Bay, (1988-89), where she was in charge of the social sciences curriculum for the entire region east and west of Thunder Bay.

As the Program Co-ordinator for Program Council West, a consortium of six Boards of Education west of Thunder Bay, I worked closely with Joan who prepared for and directed workshops for History and Geography teachers in the area. Her task was to help prepare our teachers for the implementation of the OS:IS guidelines.

In a quick summary, Joan was an instant hit in the north. Her knowledge was indisputable and her warmth and friendliness made her the perfect Ministry Ambassador. The teachers here appreciated and liked Joan, both for her contribution and for her excellent communication skills.

It wasn't long before Joan was in high demand and her workshops included Learning Styles, Leadership, and Independent Learning. When her term ended, people were sincerely sorry to see her go, but happy that she was becoming a principal in Hamilton. Good leadership isn't always readily available, but with Joan, it is a guarantee.

... 2

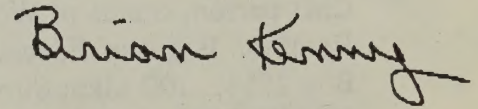
Evelyn Myrle

Page 2
October 10, 1991

Personally, I believe that the concept of woman of the year is a great one. It allows us all to focus on outstanding individuals like Joan and honour them as they richly deserve.

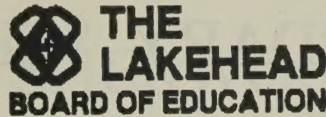
Yours sincerely,

PROGRAM COUNCIL WEST



BRIAN KENNY
Curriculum Co-ordinator

BK/bp



2135 SILLS STREET
Thunder Bay, Ontario P7E 5T2
Telephone (807) 625-5100
Fax (807) 623-5833

SCHOOLS FOR THE FUTURE

JIM McCUAID, Director of Education

91-10-15

Mrs. Evelyn Murie
Chairperson
Hamilton Status of Women Subcommittee
c/o Mrs. Leanne Yarwood
Sherwood High School
25 High Street
HAMILTON, Ontario
L8T 3Z4

Dear Mrs. Murie:

I heard that Joan Morse is being nominated for Hamilton's Women of the Year. Although I have no connections with the City of Hamilton or Joan Morse at this time I would appreciate an opportunity to express my support.

As an employee of The Lakehead Board of Education I had the opportunity to work with Joan when she was seconded as an Education Officer with the Ministry of Education in Thunder Bay during the 1988-89 school year. During this time she had a pronounced impact on the educational community in Northwestern Ontario.

Joan created a whole new mindset among educators about sharing resources and supporting each other. She removed barriers between elementary and secondary teachers and between school boards in a large and diverse region. Her enthusiasm to provide students with improved learning opportunities was contagious and she re-awakened in a number of teachers a renewed vigour to improve their pedagogical practices. Her stay was short but the impact she made was long lasting.

Joan is a very special person who has given so much to others. This award would be a great opportunity to show how much her efforts are appreciated.

Yours truly

B.F. BAUMANN
CURRICULUM ASSISTANT
SPECIAL PROJECTS

BFB:dmb

SHERWOOD SECONDARY SCHOOL

25 HIGH STREET

HAMILTON, ONTARIO

TELEPHONE (416) 383-3377

L8T 3Z4

October 15, 1991.

Ms. Evelyn Myrie
Chairperson
Status of Women Subcommittee

Dear Ms. Myrie:

I would to take this opportunity to express my admiration and respect for Ms. Joan Morse, the current principal of Sherwood Secondary School. As a recent addition to her staff, I feel that I have some insight into her role as a guide and mentor for young teachers beginning a career in education.

Perhaps the most appropriate way to relate my experience with Joan would be to discuss my background. I first entered the teaching profession in the summer of 1990. I was hired fresh out of teachers' college as a full-time science teacher at Sherwood. Although quite elated, I was a little anxious and of course uncertain as to what lay ahead; and then I met Joan Morse. She greeted me with enthusiasm and a genuine confidence which I found infectious. It was later that I learned this to be one of Joan's greatest strengths. By her example I realized that many of her staff members carry these same attributes to their classrooms every day; and I am no exception.

Joan made it clear very early in my career that she is proud of her staff; she has confidence in each of us and she will recognize our achievements whenever possible. She has done this several times already and this I feel has helped me travel the road to successful teaching.

Over the course of my first year I became aware of Joan's many other admirable qualities. She is a professional who wears many hats. She is a teacher, a learner, a manager, and a liaison with our community--and yet she manages to find the time in her daily schedule to truly witness what goes on in the heart of our school, the classroom.

Joan has made several visits to my class to interact with me, my students, and to generally take interest in the strategies I chose to incorporate into my day-to-day lessons. In fact, I was given the unique opportunity to engage in several "mentoring" sessions with Joan. In these sessions we formally discussed my objectives as a teacher/facilitator in my grade ten science class. Joan made it quite clear that she was not an evaluator. Instead, she wanted to use these sessions to help and guide and to show me how to look at my teaching skills with a critical eye. At the same time, she explained that our meetings were also beneficial to her as a principal and educator. I say with all honesty that I could not have benefitted more than I did after meeting with Joan in this manner. She was caring and critical and a wonderful listener throughout. She applauded my strengths and she helped me discover many new ways I could improve my skills. This to me is the mark of a true leader.

Joan Morse has never taken anything for granted. She makes us all feel that we have the ability to strive for better education and to become better teachers individually. I have always felt that teaching itself is a constant learning experience, a concept that Joan seems also to uphold. In this manner she frequently encourages her staff to pursue their own enrichment needs.

SHERWOOD SECONDARY SCHOOL

25 HIGH STREET

HAMILTON, ONTARIO

TELEPHONE (416) 383-3377

L8T 3Z4

I am now beginning my second year at Sherwood. In a few short weeks Joan has reminded me of our commitment to team work and to rely on each other. As always, she meets us all with a friendly disposition, in an organized and professional manner that reflects her inner strength and confidence. With Joan in command, I am certain that we will be able to weather whatever lies ahead.

Yours sincerely,

PJ

Peter Joshua

Appendix



Joan and her
daughter

E. Joan Morse

21 Duke Street, Apartment 802
Hamilton, Ontario
L8P 1W8

Residence: (416) 524-0453
Business: (416) 389-2234

Career Goal:

My career goal is to obtain a supervisory officer's position since I view this position as a challenge which would offer the greatest opportunity for continued growth.

Professional Experience:

| | | |
|---------------------------------|---|----------------|
| <i>Vice Principal</i> | Barton Secondary School | (1985 - 1988) |
| <i>Administrative Assistant</i> | Superintendent of Curriculum and Special Services | (1983 - 1985) |
| <i>Principal</i> | Summer School | (1977 - 1982). |

Leadership Skills:

- ★ Organized the Professional Development program for Barton Secondary School including such speakers as: Neal Graham, Karl McCutcheon, and Michael Tudor
- ★ Teaching the Society: Challenge and Change course at Brock University for the Ministry senior basic qualification (1986 - 1988)
- ★ Coordinated the production of the Barton Student Planner, with Teaching package and time management guide
- ★ Awarded O.S.S.T.F.'s Walter Clarke Teacher of the Year award, 1983
- ★ Completed the Leadership Course, 1985

Administration Skills:

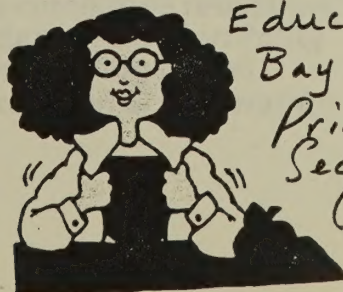
- ★ Trained for two years as Administrative Assistant to Clare McKague, Superintendent of Curriculum and Special Service
- ★ Responsible for timetabling for a staff of 73 teachers and a student body of 1250
- ★ Principal
- ★ Chaired S and the Rev
- ★ Participa O.S.S.T.F.'s

This is no **ordinary** teacher you're dealing with...

Since this Curriculum Vitae was prepared, Joan has served as a Supervisory Officer for the Ministry of Education (Thunder Bay, 1988-'89), and Principal of Sherwood Secondary School (1989-1991).

in Evaluation Policy

Provincial



E. Joan Morse

Educational Background:

| | |
|--|-------------|
| Supervisory Officer's Certificate | 1979 |
| Interim Principal's Certificate, Type B/Prin. S & A | 1975 - 1982 |
| M.S. in Education, Niagara University | 1977 |
| One Year Studies, University of London, Commonwealth Institute | 1973 |
| Teaching Certificate - History Endorsed | 1965 |
| Honours B.A. (History), University of Toronto | 1958 |
| Humberside Collegiate Institute, Toronto | 1954 |

Teaching Experience:

| | |
|---|-------------|
| Brock University, teaching the Society: Challenge and Change course for Ministry's senior basic qualification | 1986 - 1988 |
| Delta Secondary School, Sir Winston Churchill Secondary School, Glendale Secondary School, Hamilton, Ontario | 1962 - 1983 |
| Colbourne High School, Colbourne, Ontario | 1961 - 1962 |

Administrative Qualifications and Experience:

| | |
|---|-------------|
| Vice-Principal, Barton Secondary School | 1985 - 1988 |
| Administrative Assistant to the Superintendent of Curriculum and Special Services | 1983 - 1985 |
| Principal of Summer School, Hamilton | 1977 - 1981 |
| Completed Session Two of the Ministry of Education Principal's Course | 1982 |
| Department Head | 1966 - 1983 |

Professional Community Involvement:

Member of Women in Educational Administration Ontario
Branch President and P.D. representative for O.S.S.T.F.
Past Vice-President of Ontario History and Social Science
Teacher's Association
Member of Zonta

E. Joan Morse

Curriculum Knowledge:

- ★ Active member of the Hamilton Curriculum Council
- ★ Writer on the Ministry of Education History Guidelines writing team
- ★ Member of Ministry of Education C.E.D.S.S. evaluating Halton's Teacher Evaluation document
- ★ Ministry of Education's P.O.N.A. Advisory team (1988)
- ★ Committee member responsible for the P/J/I Student Evaluation System Policy

Communication Skills:

- ★ Writer of Ministry's Guideline course for Society: Challenge and Change
- ★ Author of: the Ministry's Correspondence Course in Man in Society; Teacher's Guide to the Textbook Dimensions of Man
- ★ Wrote reports on Junior Division reorganization, Child Abuse, Affirmative Action for the Hamilton Board of Education
- ★ Editor of Glendale's School Newspaper for seven years

Interpersonal Skills:

- ★ Facilitator for developing Goals and Objectives with such groups as: Department Heads, Subject Departments, Principals and Vice-Principals
- ★ Various presentations and workshops on: transitions, time management and Student Planner, Soviet Education System, and Heads' Growth and Development, with such groups as H.S.S.P.C., OCLEA, FWTAO, and O.S.S.T.F.
- ★ Arranged and participated in mock interviews for all Barton staff aspiring to leadership positions
- ★ Give workshops for student leadership for organizations such as: Headstart, Business Department of the Hamilton Board

Contributions to the Hamilton System:

- ★ Chaired a committee which developed:
Senior Division Student Evaluation Policy
Review Section of the Curriculum Model
- ★ Member of the committee responsible for:
P/J/I Student Evaluation Policy
Component Staffing Model
Board's Bicentennial Celebration

Meet

Joan Morse

1987

Northwestern Ontario
Regional Office

(807) 475-1541

IN-WATTS 1-800-465-5020

My name is Joan Morse. Originally from Toronto, I attended Humber College and the University of Toronto, Victoria College where I obtained my Bachelor of Arts (History) Honours degree.

I started teaching in Hamilton in 1961 where I have been ever since, moving from classroom teacher to Head of Department to Administrative Assistant to the Superintendent of Curriculum to my present position as vice-principal at Barton S.S.

In 1972 I took a sabbatical and attended the University of London, England for a year where I did a comparison of evaluation methods in history between the British and Ontario systems. Since then I have visited and studied the Scottish, German and Russian education systems as well. I have also received my Masters of Education degree, my Principals' and my Supervision Officer's qualifications. So academically, I have never really stopped going to school myself.

My personal life has kept me busy as well. I have raised two daughters on my own. One is now married with three children while the other still resides at home. My mother, who is in a wheelchair, lives with my father in downtown Toronto so there are four generations at our frequent family get-togethers.

In 1978 ILC asked me to author the Man in Society course—an important project for me as I believe this is a very important course in the secondary school curriculum. The Ministry asked me to be one of a three-person team re-writing the curriculum in 1985. The new Society: Challenge and Change was the result. Since then I have taught the course at Brock University to teachers seeking their qualifications in this area.

As vice-principal, I was part of a School team responsible for curriculum implementation. As a result, I became involved in developing a three-year staff P.D. program aimed at developing evaluation techniques to meet the new Ministry guidelines.

Another area of involvement was assisting Department Heads, new and experienced, to re-evaluate their role, set their objectives, and then set up with their colleagues a procedure to achieve them. Paul Murphy principal of Parkview Vocational, George Fawcett Coordinator of Mathematics, and I organized a one day workshop for



O.C.L.E.A. on the Department Head as Emerging Leader. This year, our team will be giving 6 workshops sponsored by OSSTF throughout the province. The Thunder Bay presentation is on Friday, November 25/88.

This summer, I was part of a Ministry team responsible for writing two credit courses for grades 9 and 10. Combined with the grade 7 & 8 courses, this new Guideline will replace P.O.N.A. II and will provide an alternative choice to the History Intermediate Guideline.

As your new education officer responsible for the implementation of the social sciences at the secondary level, I have given you some of my background. As you can see, I need your help in gaining an insight into your needs, your resources, your personal situation. To that end, I will be visiting the northwestern region over the next two to three months before deciding where and how I can best serve your needs. I appreciate any support you can give. Please call, issue an invite, write a letter.

Sincerely,

E. Joan Morse
Education Officer

Candidate form for promotion
to Principal

NAME E. Joan Morse

CANDIDATE PROFILE

To be completed by the Principal and then discussed with the candidate and one Superintendent.

1. The candidate has exhibited the ability to work effectively and co-operatively with (a) students, (b) the community and (c) with staff members

Supportive Date:

- (a) Barton's 25th Birthday Party, chaired by the candidate, was totally a student committee.
- (b) Joan's Planner Committee held a bottle drive and garage sale to raise funds and her students canvassed the community and Limeridge Mall for support for the 25th Birthday.
- (c) Joan has worked with the staff on the Student Evaluation Committee, and as chairman of the P.D. and Barton Planner Committee and all three committees have accomplished their aims and objectives.

2. The candidate is an effective teacher (i.e., planning, organizing, supervising and communicating).

Comments:

- The candidate chaired the committee which developed the Barton Planner along with a teaching package for teachers' use.
- Is presently teaching the Senior Basic Course in Society: Challenge and Change at Brock for the second year.

3. The candidate demonstrates ability to assess a situation and then make a decision promptly and correctly (i.e., maturity, common sense and good judgment).

Comments:

- In "pressure" and "tough" situations involving students, teachers and parents I have been very impressed with the manner Joan has handled them. In almost every instance they have been handled at the vice-principal level.

4. The candidate has demonstrated ability to maintain proper order and discipline.

Comments:

- The candidate follows Barbara Coloraso's philosophy that sets up the type of discipline using consequences rather than punishment with students. She uses clearly stated rules, as laid out in the Planner, that have natural consequences attached to them. Parents and students accept her disciplinary actions as a result.

5. The candidate has demonstrated self confidence and ability to motivate other teachers and students.

Comments (Students):

- The candidate presented a workshop on Organizing a Big Event at the Head Start Conference at McMaster this fall.

Comments (Staff):

- has arranged for the administration team to give mock interviews for all staff members aspiring to leadership positions
- arranged for team of 5 evaluation committee members to attend the Order out of Chaos Conference

6. The candidate has demonstrated a keen interest in the special learning needs of exceptional students.

Supportive Data:

- Developed the DART team at Barton
- Works with the LRT and GLRT to ensure exceptional students are provided with the most appropriate programs
- Worked with the LRT and GLRT to develop their job descriptions at Barton

7. The candidate has demonstrated ability to complete projects assigned to him/her.

Supportive Data:

- Joan completed the Review section of the Curriculum Cycle by the target date.
- Met all deadlines for the Barton Planner having assisted in establishing a calendar for the year at Barton
- Organized the McMaster Teen project for the 500 students tested at Barton

8. The candidate has demonstrated leadership in curriculum development, in in-service and professional development in his/her subject or division.

Supportive Data:

- Has established each year, a two-year P.D. program for Barton staff and department heads
- Is Barton's O.S.S.I.F. P.D. Representative
- Assisted in training new vice-principal appointed to Barton last year
- Is looked upon throughout the system as an expert in curriculum "matters"

9. The candidate has participated in committee work in the system outside of his/her grade or subject area (i.e., interpanel involvement).

Supportive Data:

- Chaired committee responsible for the Review Section of the Curriculum Model. Presented the
- Draft for revision to the curriculum committees (1987)
- At present is a member of the Hamilton Curriculum Council and Component Staffing Committee

10. The candidate has demonstrated commitment to continuing personal and professional growth.

Comments:

- Regularly attends Career Track conferences on Leadership, Image and Self-Projection.
- New member of the Swim Team this year.
- Attended OHASSTA and WEAO conferences 1985-87.
- *Computer courses*

11. The candidate shows initiative by being a self-starter with creative ideas.

Comments:

- The monthly calendar Joan produced last year for the staff provided helpful communication.
- The Barton Planner was a result of the candidate's initiative. So was the teaching package.
- 25th Anniversary -- "Barton Bucks" idea.

12. The candidate has demonstrated an ability to deal successfully with a variety of individuals and groups.

Comments:

- Has worked this year with Jim McCaughey to set up Barton's P.D. sessions with Chris McCulloch and Eto Corcione on dealing with Behavioural exceptionalites, and Wayne Elgie and Sheila Gertride on Students at Risk.
- Worked provincially to organize OSSTF's Order out of Class conference of EVALUATION.
- Worked on Lorne McLaughlan's team to present a workshop for New Heads of Department this fall.
- *Presenting OCLC Workshops to Dept Heads*

Please summarize any additional comments below

I could fill this page quite easily with "glossy" statements about Mrs. Joan Morse. However, the following is more meaningful.

JOAN is already
one of the top
V.P.'s. I know that
she will make an
excellent
Principal!

Life as teacher a 'love story'

Spectator
April 22
1983

HEADS WERE turning, necks were craning, and the audience was buzzing.

A few of the teachers in the audience knew who was going to win the Walter Clarke award and those who didn't were dying to find out.

As her impressive qualifications were detailed more and more of her colleagues caught on.

And when her name was announced the standing ovation was instantaneous and rousing.

Joan Morse, a teacher for 20 years, was presented last night with the highest award

her peers in District 8 of the Ontario Secondary School Teachers' Federation can bestow.

"I stand here accepting the highest honor I can envisage," Mrs. Morse said.

"I have a speech and I would like to call it a love story."

She dedicated the award to her own teachers who as a youth "expanded my horizons" and to her fellow teachers in the audience.

"I needed someone to lift my head and focus my eyes on the horizon. They taught

me how to respond to challenges," she told the audience at the district annual meeting held at the Convention Centre.

"I believe all those teachers gave me my future — all my students do not deserve less than this and the gift that was given to me will live on in them."

Mrs. Morse, 47, is the history department head at Glendale secondary school and has been a department head for 15 of her 20 teaching years. She has taught every grade from 9 to 13, developed a Man in Society course and

been a summer school principal for five years.

When she's not taking students on tours to Europe or New York or working as an OSSTF executive she is working on Glendale's student newspaper, giving professional development workshops on Russian education or writing skills workbooks for the Ministry of Education.

Provincial professional development awards were also presented to Pat Boudreau from Barton secondary school and Marvin Sheppard from Ainslie Wood school.

Mrs. Joan Galley.

A LOVE STORY

Once upon a time, a 12-year old girl stood in front of her Elementary School Principal: "I'd like to go to Humberstone Collegiate," she mumbled.

"That's an academic school," he replied, shocked. She nodded.

"You won't make it. You'll fail," he stated.

Tonight, she stands here in front of her peers accepting the highest honour she can envisage.

At this point, it sounds more like a success story. It is the analysis of the major cause of that success that EARNED the title of A LOVE STORY.

You see--that principal was right. I shouldn't have been successful. I went to that prestigious collegiate without skills. I spoke the language of Baretta. West Side Story seemed a documentary of my early childhood with the JUNCTION GANG centring around the Elementary School I attended.

This is no ordinary teacher you're dealing with... excellent teachers who tell me.

was really

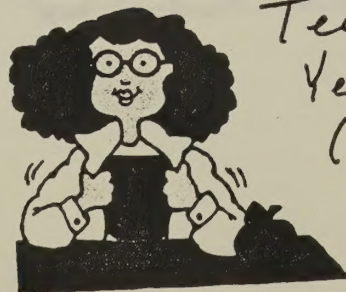
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Joan's speech on
acceptance of
Teacher of the
Year
(Ontario Secondary
School Teachers'
Federation)

cellent teachers

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, at 8:00 a.m.

uld improve their

first ticket

to see the Nutcracker at the Ballet and my first ticket to

Massey Hall to hear Artur Rubenstein play Themes from Paganini

by Rachmaninoff. These memories still glow richly and opened doors to an UNKNOWN WORLD. I remember the math teacher who built 3-dimensional models to teach trigonometry and triggered within me an ability to perceive problems in depth. I remember impact teachers such as Duncan Green, Roberts Charlesworth, Hugh Griffin and Ron Burford. But most of all I remember Ewan Cruikshank who told me I was going to University.

Of course I wasn't. Girls in my family didn't go. Besides I couldn't afford it. He filled out an application for me anyway to attend his ALMA MATER.

In those years one had to apply for a scholarship or bursary. Since there were so many high achievers in the school the Guidance Office refused to accept my application.

I stood seventh in the graduating class and an incensed Mr. Cruikshank went to the Home and School to get a seven hundred dollar award to help a student who could not have gone on without it.

This charming, witty man, author of the Grade twelve History textbook Modern Age was a consummate teacher. He became my role ^{model} ~~method~~. The other teachers were the reason I became educated, but he--he was the reason I became a history teacher.

You see--I owe them--a future.

No student I teach deserves less than what they gave me--skills, kindness and knowledge. Their gift is a growing, living gift. As long as I teach, they too will continue to teach. No man really is an island is he? I believe that all of you who are here tonight personify the same process.

Each student who comes to us is a diamond, a rough gem,

and we are polishers of stone. (Somedays that analogy seems more apt than others) We work on an assembly line, each polishing our facet--not sure whether in the end the gem will be flawed, or brilliant, but always hoping indeed for the latter.

All the teachers with whom I have worked are superb craftsmen. They emulate the staff at Humberside. Could I do less?

I believe when I accept this honour it will be on behalf of all those teachers--both past and present who give so freely of themselves.

I believe when District Eight gives this Award, they honour all these professionals.

So, on behalf of all these unseen kindnesses, the warmth that whispers down the halls of ~~the Academy~~ ^{ACADEME}, I thank you.

C

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Health / Workplace / Communications

Nominee's Full Name: Jacqueline Pearce Harbour

Company/Organization Hearing Ear Dogs of Canada

Address: Residence: 1154 Hwy 2 West **Business:** same

City: Ancaster, Ontario **City:** _____

Postal Code: L9G 3K9 **Postal Code:** _____

Telephone: Residence 648-4164 **Business:** 648-1522

Other: Contact # _____

Nominated by: Emily Cain
(organization and contact person)

Address: RR 1, Jerseyville, Ontario L0R 1R0

Telephone: 648-1070 546-4602
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Emily Cain

Please attach separate enclosures for responses to the following:

- 1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.**
- 2. Describe her contribution in the category for which she is being nominated.**

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

**Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary**

Nomination of

Jacqueline Pearce Harbour

Training Director, Hearing Ear Dogs of Canada, for

Woman of the Year Award

Submitted, 1 November 1991, to The Hamilton Status of Women Sub-Committee



Fenwick Lioness Club pitches in

Fenwick Lioness Club president Helga Hall, right, is shown presenting a \$4,000 cheque to Jacqueline Harbour, director of training for Hearing Ear Dogs of Canada and 18-month-old Zoe, a trainee in the Hearing Ear Dogs of Canada program.

WOMEN IN COMMUNITY SERVICE

- 1. A. E. H. H. H. H. H.
- 2. M. A. H. H. H. H. H.
- 3. H. A. H. H. H. H. H.
- 4. C. A. H. H. H. H. H.

WOMEN IN COMMUNITY SERVICE

- 1. J. A. H. H. H. H. H.
- 2. P. A. H. H. H. H. H.
- 3. R. A. H. H. H. H. H.
- 4. S. A. H. H. H. H. H.
- 5. T. A. H. H. H. H. H.
- 6. U. A. H. H. H. H. H.
- 7. V. A. H. H. H. H. H.
- 8. W. A. H. H. H. H. H.

6

University of

California, Los Angeles

Department of

Psychology

Psychology 101

Section 1

Professor

Dr. [Name]

Student

Name

Section

Number

Grade

Signature

Date

Page

WOMEN IN COMMUNITY SERVICE

- a) **S. PATRICIA FILER**
- b) **MARGARET C. FULLERTON**
- c) **HELEN HUBARD**
- d) **CAROL JARVIS**
- e) **GWEN LEE**
- f) **JANE LOCKE**
- g) **POLLY NEU**
- h) **RHONDA LEE OAKLEY**
- i) **SHARON ELIZABETH PAYNE**
- j) **CHERYL MARLENE SAMPSON**
- k) **DORIS SKORPID**
- l) **MARY THERESE STORY**
- m) **VERNA WOODS**
- n) **SHARON BREJAK**

MEMBERS OF THE BOARD OF DIRECTORS

- | | |
|----|-------------------|
| 1 | WILLIAM H. HARRIS |
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| 3 | WILLIAM HARRIS |
| 4 | WILLIAM HARRIS |
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| 20 | WILLIAM HARRIS |

a

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Community service

Nominee's Full Name: S. Patricia Filer

Company/Organization: Dictionary of Hamilton Biography

Address: Residence: 959 Sulphur Springs Rd Business: Box 81008
Fiddlers Green Postal Outlet

City: Ancaster City: Ancaster

Postal Code: L9G 3L3 Postal Code: L9G 4X1

Telephone: Residence 628-8611 Business: 628-8611

Other: Contact # fax: 628-6531

Nominated by: DR. Robert L. Fraser, DHB
(organization and contact person)

Address: 96 Flatt Avenue Hamilton L8P 4N3

Telephone: 528-5352 (416) 978-2244
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Robert L. Fraser

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

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PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

The Hamilton Status of Women Sub-Committee was created in 1972 by Hamilton City Council. This Committee, unique to Canadian municipalities, is the first of its kind to be appointed by a City Council in order to advise on issues pertaining to women.

The Hamilton Status of Women Sub-Committee honours women for their outstanding achievements and contributions in furthering the position of women, at an Annual Women of the Year Dinner. Over 900 people attend this event. The dinner will be held on Wednesday, February 19, 1992 at the Hamilton Convention Centre. Nominees, as well as recipients, will be recognized.

The awards will honour six women for their outstanding achievements and contributions to the community. These women can be nominated for any of the categories (1 - 5) whether working as a volunteer or in a paid capacity and in category (6) for voluntary service. Women previously nominated, but not selected as a Woman of the Year, may be nominated again. Women will be recognized in the following categories:

1. Women in the Arts

Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

2. Women in Public Affairs

Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women in Communication

Nominee's Full Name: SHIRLEY PATRICIA FILER

Company/Organization FILER CONSULTANTS

Address: Residence: 959 Sulphur Springs Rd Business:

City: Ancaster City: same

Box 7055 Postal Code: L9C 3L3 Postal Code:

Telephone: Residence 628-6531 Business: 628-8611

Other: Contact #

Nominated by: Mohawk College Foundation
(organization and contact person)

Address: Stephen M. Fletcher, chairman
Fennell Ave W. Hamilton

Telephone: 522-2411 Business/Other
728-5168 Residence

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Stephen M. Fletcher

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
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Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

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Outstanding achievement in business, the professions or labour.

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Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. **Women in Community Service**

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women in Communications

Nominee's Full Name: S. PATRICIA FILER

Company/Organization _____

Address: Residence: 959 Sulphur Springs Rd Business: _____

City: Ancaster City: _____

Postal Code: _____ Postal Code: _____

Telephone: Residence 628-8611 Business: _____

Other: Contact # _____

Nominated by: ELLEN L. FAIRCLOUGH
(organization and contact person)

Address: 25 STANLEY AVE., HAMILTON

Telephone: HA 522-5248
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Ellen L. Fairclough

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
 2. Describe her contribution in the category for which she is being nominated.
- see enclosed C.V.*

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

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Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Enter Category 5 or 6

Nominee's Full Name: S. PATRICIA FILER

Company/Organization _____

Address: Residence: 959 SULPHUR SPRINGS RD Business: _____
Box 7055

City: ANCASTER City: SAME

Postal Code: L9G3L3 Postal Code: _____

Telephone: Residence 628-8611 Business: _____

Other: Contact # _____

Nominated by: ALFRED U. OAKIE
(organization and contact person)

Address: 105 WILSON W. UNIT 9 ANCASTER, ONT L9G1N4

Telephone: 648-3421
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: A. U. Oakie

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
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6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: -WOMEN IN COMMUNITY SERVICE-

Nominee's Full Name: S. PATRICIA FILER (MRS. W.A.H.)

Company/Organization FILER CONSULTANTS LTD.

Address: Residence: 959 SULPHUR SPRINGS RD. Business: SAME

City: ANCASTER ONT. City: SAME

Postal Code: L9G 3L3 Postal Code: SAME

Telephone: Residence (416) 628-8611 Business: SAME

Other: Contact # _____

Nominated by: ELIZABETH BRADFORD HOLBROOK RCP, OSA, SSC,
(organization and contact person)

Address: 1177 MINERAL SPRINGS RD.

Telephone: RR3 DUNDAS ONT. L9H5E3 - (416) 648-3003
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Elizabeth Bradford Holbrook

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
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Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

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Outstanding achievement in business, the professions or labour.

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Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. **Women in Community Service**

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: _____

Nominee's Full Name: S. Patricia Filer (Mrs. W.A.H.)

Company/Organization Filer Consultants Ltd.

Address: Residence: 959 Sulphur Springs Rd. Business: Same as Residence Address

City: Ancaster, Ontario City: _____

Postal Code: L9G 3L3 Postal Code: _____

Telephone: Residence (416) 628-8611 Business: _____

Other: Contact # _____

Nominated by: Mr. Keith L. McIntyre, President, Mohawk College of Applied Arts & Technology
(organization and contact person)

Address: P.O. Box 2034, Hamilton, Ontario L8N 3T2

Telephone: (416) 632-1584 (416) 575-2253
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: *Keith L. McIntyre*

Please attach separate enclosures for responses to the following:

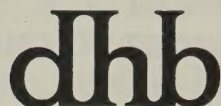
1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
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PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary



Dictionary of Hamilton Biography

P. O. Box 7118, Ancaster, Ontario L9G 3L3

Hamilton, 31 Oct. 1991

Ms Betty Carter
Secretary
Hamilton Status of Women Sub-Committee

Dear Ms Carter,

On behalf of the Board of Directors and Editorial Board of the Dictionary of Hamilton Biography, I nominate S. Patricia Filer for the Women of the Year Awards in the category of community service. Enclosed please find a copy of curriculum vitae, a nomination form, and a few clippings which attest to her role in the promotion of heritage publications. Letters of support for Mrs Filer's nomination have either already been submitted or will be submitted shortly.

Pat Filer's work in this community overlaps several of your fields for nomination: arts, communications, and community service. Aside from her professional life -- as office manager of Filer Consultants for the past 21 years, Patricia Filer has made a notable contribution to the community in the field of voluntary service. She spent 24 years working at every level with the Girl Guides of Canada rising to the second highest national position, she organized volunteers at McMaster University Hospital for three years, she devoted 13 years to voluntary activities in the Anglican Church of Canada and chaired the Women's Social Action Committee, she has worked in radio and local television (a series for Cable 14 on Hamilton history), she has written several books (biographies of local figures and histories of local institutions such as the Canadian Club and Mohawk College, she has worked in various capacities on the Hamilton Gallery of Distinction, and guided the DHB through the publication of three major books since 1978.

I first met Mrs Filer in 1978 and was immediately struck by her analytical capacity, her forcefulness of mind and manner, and her commitment to voluntary effort within the community. As one of the other two members of this project's editorial board, I have now worked with her continuously for 13 years. My original instantaneous respect has only broadened and deepened over time.

DIRECTORS AND OFFICERS

W. Colin Crozier, *President* John K. Miller, *Vice-President* James D. Coons, *Treasurer* Doreen Birk, *Secretary*
T. Melville Bailey, *Chairman Editorial Board* S. Patricia Filer, *Editorial Board* Robert L. Fraser, *Editorial Board*
Dr. John A. Johnston, *Director* Susan Nesbitt, *Editorial Board*



Dictionary of Hamilton Biography

P. O. Box 7118, Ancaster, Ontario L9G 3L3

The DHB is a unique community project which usually only exists on a national scale; in fact, with the exception of Hamilton, it only exists on a national scale in Canada or elsewhere. The reason is simply -- such projects require massive efforts which are usually only possible with large-scale funding. But our project operates on a shoe-string budget and is possible only because of Patricia Filer. She administers every aspect of our work, she trains and supervises summer students as well as volunteers, she marshalls forces within the community, she handles most matters of budgetary detail, she develops our computer programs, and -- if this were not enough -- she still has time to write, to research, and to edit. The commitment of time is simply staggering, the continuity of effort which the project demands is unrelenting, the necessity for skilful administration, the importance of leadership and tactful relations with volunteers, and the ubiquitous need for innovation would bring most people to their knees.

But not so with Patricia Filer. I can only attest to her work with the DHB, put simply as possible, without her a unique (and that is normally a much maligned word) project would not exist. She is a woman of remarkable abilities with an enormous capacity for work and the deepest of commitments to her community. That commitment and her continuous effort have marked her life since her university years. And yet she has done all of this while sustaining her marriage and raising her two children. As long as I have known her, she has eschewed the limelight letting others reap the recognition while so much belongs to her. It seems to me that this recognition is long overdue. I cannot think of anyone who better deserves a Woman of the Year Award in the category of community service, this community is much richer because of her.

Yours sincerely,

Robert L. Fraser
Editorial Board

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CURRICULUM VITAE

PERSONAL

S. Patricia Filer (Mrs. W.A.H.)
359 Sulphur Springs Road
Ancaster, Ontario L9G 3L3
Phone: 628-8611

Born: Toronto, December 7, 1927

EDUCATION

1932-40: Bedford Park School, Toronto (Public School)
1940-46: Havergal Ladies College (High School)
1948-51: Victoria College, Toronto (University)
Majored in Food Chemistry and English

EMPLOYMENT

1944-46: Pioneer Girls Camp Junior Leader

1947-50: T. Eaton Co. Ltd. Accounts Office
Clerical work (part-time)

1951-52: T. Eaton Co. Ltd. Accounts Office
Bad Debt Dept. (full-time)

1952 Married, 2 children

1970- : Employed by Filer Consultants Ltd.
to as office manager and bookkeeper.
present Work involves preparation of books
of specifications for construction
projects, research and general office
work, word processing capabilities
and computer accounting

1972-75 McMaster Medical Centre - 3 years
Assistant to the Director of
Volunteers;
preparation of slide/tape presentation
used for tour groups; wrote script and
supplied voice; conducted group tours.
Also responsible for training of
volunteers. Conducted a series of
panel discussions between staff,
volunteers, medical profession and the
architect of the Centre.

1975-76: Produced background material for radio
program "Personally Speaking" (Hamilton
CHML) with Burnett Gillespie. Prepared
all preliminary interview material, did
interviews and wrote up material for
program.

1977-81: Conducted 52 interviews with Andrew
Peller of Andres Wines using material
to write a book about his life.

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FILER CONSULT

004

S.P. FILER

INTERNATIONAL
EXPERIENCE

- 1963- Conference of World Association of Guides and Girl Scouts - 1 month in Denmark as observer in Canadian delegation
- 1966- Conference of the World Association 1 month in New Zealand, Australia and Japan as delegate in Canadian Delegation
- 1970- Assisted in the month-long training of staff persons from Chili and Mexico in Canadian Headquarters Building
- 1984 - Delegation of Civil Engineers to China supported by CIDA - observer- 5 weeks

VOLUNTEER
ACTIVITIES

- 1948-72: Girl Guides of Canada (volunteer - 3 days a week minimum)
From Group Leader to Deputy Chief Commissioner for Canada. Work in all Provinces.

Total of 13 years organizing Church School and teaching. In 1974, researched, compiled and edited a book for the use of the Church in training parents in the Christian education of their children.

Anglican Church Women Diocese of Niagara
Chairman, Social Action Committee

PERSONAL
INTERESTS:

Conservation - development of our own property including large pond and reforestation
Mineralogy, geology and lapidary
Oil painting, writing, miniature craftsman and collector
Compiling of Family genealogy back to 1613

OTHER
ASSOCIATIONS

The Canadian Club of Hamilton
Art Gallery of Hamilton
Royal Botanical Gardens
S.P.C.A. Member
National Association of Miniature Enthusiasts

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S.P. FILER

1978-91: An Editor of "The Dictionary of Hamilton Biography" produced by Hamiltonians led by Melville Bailey. Vol. I published in December, 1981, Vol. II published in 1991.

Sir Allan Napier MacNab - published 1984
- produced the Index

1980 St. Joseph's Hospital - hired to write a composite of experiences of the staff and patients following the fire of May 1st to prepare a manual for various personnel to use when speaking. Interviews with staff, Fire Department, Police and patients.

1982 Conducted a series of 12 TV interviews with people from the Hamilton-Wentworth area on the History of Hamilton, for Cable 4 T.V.

Published "The Winemaker" the life story of Andrew Peller, founder of Andres Wines.

1983 Published "The Canadian Club of Hamilton - A Chronicle of the Years 1954-1982" compiled by S.P. Filer.

1983 Supervisor of 5 University students
1991 doing research for the second volume of The Dictionary of Hamilton Biography. Continued as Editor of this volume.

1984-85 Hamilton Gallery of Distinction - member of the Research Committee and wrote biographical material

1984-85 Hamilton Mum Show - volunteer and submission of displays

1985 Commissioned to research and write History of Mohawk College of Applied Arts and Technology 1946-1985

1985 Compilation of History of Peterborough for presentation in "miniature" form at National Association of Miniature Enthusiasts (N.A.M.E.) Conference



Decaying housing!
It's a blight creeping across Hamilton, dragging down values and bringing festering social problems. A five-part series, beginning today, looks at the owners of decrepit housing, the efforts to save crumbling neighborhoods, mortgage dealings and the plight of families who live with leaky plumbing and dangerous wiring.

The elusive Mr. Smith

SMITH.

It's a common enough name.

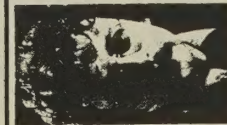
But Dana Livingstone Jones Smith is not your average Smith — his property dealings in Hamilton have gained him a certain notoriety among municipal officials.

Mr. Smith, 43, is the owner of about 30 properties, according to city assessment records, and a number of them have had municipal work orders registered on title.

In 1980, on different properties, he was convicted for violating Hamilton's fire safety legislation, and he was found guilty of breaking the city's backyard bylaw, which requires all signs to be kept clear of waste.

This year, Mr. Smith was again convicted of violating Hamilton's fire safety legislation.

In 1978 and 1979, sources say, at least two property-related charges against Mr. Smith were withdrawn because he could not be found and served with summonses.



Stories by
MARK HALLMAN
Spectator Staff

owned by Mr. Smith at 43 Beechwood Avenue.

But this isn't the full story. A Mississauga man who has invested \$40,000 in two properties owned by Mr. Smith — 142 Burlington Street East and 414 Emerald Street North — is fuming about the way his mortgages were handled by Mr. Smith and upset about the condition of the dwellings.

Furthermore, a Burlington woman who holds a \$9,000 mortgage on 414 Emerald Street North is con-



□ Mark D'Cruze and the house he tried to improve.

Mark D'Cruze's losing battle

MARK D'CRUZE minces few words when he talks about Dana Smith, the owner of 76 Fullerton Avenue.

Mr. D'Cruze owns the adjoining house at 74 Fullerton Avenue. And he's angry about the condition of Mr. Smith's property.

"When I first moved in, '76 was occupied," Mr. D'Cruze said. "But when Smith took it over, the tenants moved out."

"It sat vacant for months. People kept breaking into it and leaving the water running. I had to become the caretaker."

The children and transients who entered 76 Fullerton would also leave garbage behind, Mr. D'Cruze said, adding: "I had to get the cops to kick people out."

The situation at 76 Fullerton Avenue, which is now occupied, has been frustrating for Mr. D'Cruze, who has spent time and money on improving his house.

As a member of the Fullerton Avenue Improvement Committee, Mr. D'Cruze contacted Mr. Smith about the need to upgrade 76 Fullerton Avenue. But Mr. D'Cruze said he had little success.

Such efforts now seem to be in vain.

● Exposed wood surfaces had deteriorated.

● The presence of weeds and uncultivated grass.

This notice has now become a binding order, requiring these deficiencies to be repaired.

Tom Varty, a tenant at 76 Fullerton Avenue, said in an interview last summer the house needed some repairs, but said he wasn't upset with Mr. Smith.

Glen Varty, 15, said the house needed work when the family moved into the place about two years ago.

Glen said the stairs had no balusters, a basement window was out, the house needed some painting and floor work.

"We paid for the material and took it out of the rent," Glen said, adding that Mr. Smith is an "okay guy" because he'll wait if the rent can't be paid on time.

Mr. Smith's deed to the property registered Oct. 1, 1979, indicates he bought the dwelling for \$16,500. He paid \$1,000 cash, assumed a \$11,500 mortgage and arranged a mortgage





□ Roxam Seth, 12, uses bucket to catch water that drips down when toilet is flushed upstairs as 8-year-old Timmy watches. — Pictures by Derek Hopwood

ton's fire safety legislation, and he was found guilty of breaking the city's backyard bylaw, which requires all sites to be kept clear of waste.

This year, Mr. Smith was again convicted of violating Hamilton's fire safety legislation.

In 1978 and 1979, sources say, at least two property-related charges against Mr. Smith were withdrawn because he could not be found and served with summonses.

CITY COUNCIL recently approved a bylaw for the demolition of a house owned by Mr. Smith at 563 Corbett Street because of its decrepit condition. The cost will be tacked onto Mr. Smith's tax bill.

Two houses owned by Mr. Smith in Hamilton's blighted Alpha enclave are slated for purchase and demolition by the city to make way for industry.

The city has tried to buy a property owned by Mr. Smith at 76 Fullerton Avenue for its eventual demolition, but because of a disagreement over the purchase price, the city may expropriate the house.

The place is part of a six-unit townhouse complex. Two units — 68 and 70 Fullerton Avenue — have been damaged by fire and the entire complex has become dilapidated.

And because of dangerous wiring, Ontario Hydro is threatening to order the Hamilton Hydro-Electric System to cut off power to a house

wood Avenue.

But this isn't the full story.

A Mississauga man who has invested \$40,000 in two properties owned by Mr. Smith — 142 Burlington Street East and 414 Emerald Street North — is fuming about the way his mortgages were handled by Mr. Smith and upset about the condition of the dwellings.

Furthermore, a Burlington woman who holds a \$9,000 mortgage on 414 Emerald Street North is concerned that the property is vacant and boarded up.

The Spectator has tried to arrange an interview with Mr. Smith to discuss his property dealings but has been unable to do so.

However, this much is known about Mr. Smith: He is a disbarred lawyer who operates Dana L. Smith Investments from an office at 797 Barton Street East. His last known home address was Terra Cotta, Ont., but he has apparently moved to Toronto.

According to the Law Society of Upper Canada, Mr. Smith was found guilty of professional misconduct and was disbarred on June 25, 1978.

Mr. Smith had been convicted on April 25, 1975, in provincial court, of 18 charges of having signed what purported to be affidavits, and to have been sworn before him as a commissioner, when they had not been sworn.

The law society said Mr. Smith had also failed to maintain his books and records in accordance with regulations made under the Law Society Act.

Plumbing leaks, bad wiring: \$240 a month

A LEAKING toilet, fleas and mounds of garbage were some of the problems Jean Seth discovered in a rental property owned by Dana Smith.

Mrs. Seth said the house at 109 Sanford Avenue North was "just like a disaster" when she, her husband David, and three children moved into the property in October.

"I figure he's a good landlord," said Mrs. Seth, whose family is on welfare. "The trouble is getting him over here to do the work. These things are going to cost a fortune."

DURING AN interview, Mrs. Seth demonstrated the house's faulty plumbing by flushing the second floor toilet.

Within a few seconds, water began streaming through the ceiling above the first floor landing into a bucket placed at the foot of the stairs.

Mrs. Seth, 41, said the house was filthy when she moved in. Not only was the basement littered with garbage, but there were fleas that bit her legs.

She said the house rents for \$240 a

month, adding that Mr. Smith said he would give the family the last month's rent free if the Seths performed repairs on the house.

"My husband has spent a lot of money to get things fixed... We've spent \$190 so far, and it's going to cost over \$300... We're on welfare and we're scrambling on food in order to fix the place."

Mrs. Seth said the costly plumbing and wiring repairs should be done by Mr. Smith.

Not only does the toilet leak, but the hot water pipe in the kitchen broke in late October and the family had to heat water on the stove to wash dishes.

"The wiring's blown," Mrs. Seth said. "I don't know how many fuses have gone. There's not enough sockets."

The condition of the house has improved considerably since the Seths moved in.

In late September, the house was vacant and in a shambles: trash was

Next: The absentee landlord battle

The slum on at 76 Fullerton Avenue, which is now occupied, has been frustrating for Mr. D'Cruze, who has spent time and money on improving his house.

As a member of the Fullerton Avenue Improvement Committee, Mr. D'Cruze contacted Mr. Smith about the need to upgrade 76 Fullerton Avenue. But Mr. D'Cruze said he had little success.

Such efforts now seem to be academic — the houses belonging to both Mr. D'Cruze and Mr. Smith may soon fall prey to the wrecker's ball.

Both dwellings are part of a six-unit rowhouse complex which city council decided Sept. 30 to buy and demolish because of fire damage to two connected units — 68 and 70 Fullerton Avenue — and the general deterioration of the structure as a whole.

Prior to council's decision, the city building department issued Mr. Smith a notice Sept. 21, citing the following deficiencies at 76 Fullerton:

- The deterioration of exterior masonry walls;
- Glass and window sash in various locations throughout the dwellings were broken and deteriorated;
- The exterior rear stairs were deteriorated;
- Exterior asbestos shakes were broken and missing;
- No handrail on the rear steps;

'Eyesore' marked for demolition

IT'S A "disgrace," "an eyesore," "a God-awful looking house."

That's how neighbors describe a house belonging to Dana Smith at 563 Corbett Street in northeast Hamilton.

It became so dilapidated that city council on Oct. 13 instructed the city solicitor to prepare a bylaw for its demolition. "In order to secure the health, welfare and safety of inhabitants in the area."

Under the Planning Act, the city has the power to demolish a house if the owner has failed to perform repairs specified in a building department order.

Walter Meville, of Corbett Street, said he has been "complaining steadily to the city about the house. It's a disgrace. It's God-awful looking."

"It's been vacant for about two years," Mr. Meville said. "The city's been cutting the grass. The windows are broken. Kids have been breaking in and the fire department has had to come around to board it up."

"It's sinking. It's hard to believe

house needed some painting and floor work.

"We paid for the material and took it out of the rent," Glen said, adding that Mr. Smith is an "okay guy" because he'll wait if the rent can't be paid on time.

Mr. Smith's deed to the property, registered Oct. 1, 1979, indicates he bought the dwelling for \$16,500. He paid \$1,000 cash, assumed a \$11,500 mortgage and arranged a mortgage back to the vendor, Millicent Pantol, for \$4,000.

On Oct. 2, 1979, Mr. Smith mortgaged the property to the Canada Permanent Trust Company for \$4,000.

A mortgage Mr. Smith gave to John H. Cubitt, of Etobicoke, Ont., and Beryl Black, of Toronto, in exchange for \$15,000, was registered against title on Oct. 31, 1979.

And on May 6, 1980, a mortgage for \$13,195.39 that Mr. Smith gave to James Graham Fraser, of Orillia, Ont., was registered against the property.

These entries have been recorded on an abstract sheet in the registry office, but do not necessarily mean the full amount of money stated on the face of the deed or mortgage documents was advanced in whole or in part.

These mortgages may have been paid off by Mr. Smith, although the abstract sheet does not indicate the registration of any discharges affecting mortgages given by Mr. Smith on this property.

It's still standing. The beams are rotten inside... if you stand in front of it, you'd swear you were standing on an angle."

Mr. Smith has the deed to the property, which was registered in the county registry office on Aug. 28, 1980, and indicates he bought it for \$13,000.

Mr. Smith put down \$2,000 cash and arranged a mortgage back to the vendor — Lily Greenwald — for \$11,000.

Just prior to the registration of this deed, Mr. Smith mortgaged the property to Lily Greenwald for \$11,000, with the mortgage document registered against the property on Aug. 28, 1980.

On the same day, a mortgage given to 423014 Ontario Limited by Mr. Smith for \$4,700 was registered against the property. This mortgage also applied to properties at a Newlands Avenue and 23 Emerald Street North in Hamilton.

An agreement extending the terms of the mortgage to 423014

Multi-dimensional MacNab

Sir Allan Napier MacNab

By Donald Beer

(Dictionary of Hamilton Biography Inc., \$26.95)

By BRIAN HENLEY

WITH THE appearance of Donald Beer's biography of Sir Allan MacNab, a yawning gap in the historical record of both Hamilton and pre-Confederation Canada has been expertly filled.

Over the years, many of Hamilton's local historians have told and re-told the story of Allan MacNab's life and achievements. The biographies by both Charles Carter and T. Melville Bailey have provided students and general readers with interesting accounts of the highlights of MacNab's life, especially as they related to the early development of Hamilton.

In connection with the restoration of MacNab's home, Dundurn Castle, as a 1967 centennial project, Marion McRae produced a highly readable examination of the castle in the context of MacNab's personal life and times.

However, only now, 122 years after MacNab's death, has a full-scale biography been published, telling the story of one of the most intriguing and influential figures in early Canadian history.

Donald Beer's painstaking research has unearthed a wealth of detail about the man around whom a number of myths and half-myths have arisen. Beer's analysis of MacNab, while generally sympathetic, strives to present a multi-dimensional portrait of a complex man living in a complex time.

Allan MacNab's life was involved in many of the central events in Canadian history during the first 60 years of the 19th century. A distinguished military career, including acts of heroism during the War of 1812, was followed by a legal, business and political career which was astonishing in the breadth of its successes and setbacks.

As a politician, MacNab represented Hamilton for 30 years, eventually becoming Prime Minister of pre-Confederation Canada from 1854 to 1856. As a businessman, MacNab made and lost several fortunes in a wide variety of ventures, most notably rail/water development.

MacNab's tortuously complicated business dealings and his equally complex political involvements are closely examined by the author. By following MacNab's life chronologically from the time of the energetic young lawyer and real estate speculator to the final days of the veteran politician and businessman, Beer traces the interrelationships of MacNab's many careers and clearly puts them in the context of his times. A vivid picture of both early nineteenth century Hamilton and pre-Confederation Ontario emerges.

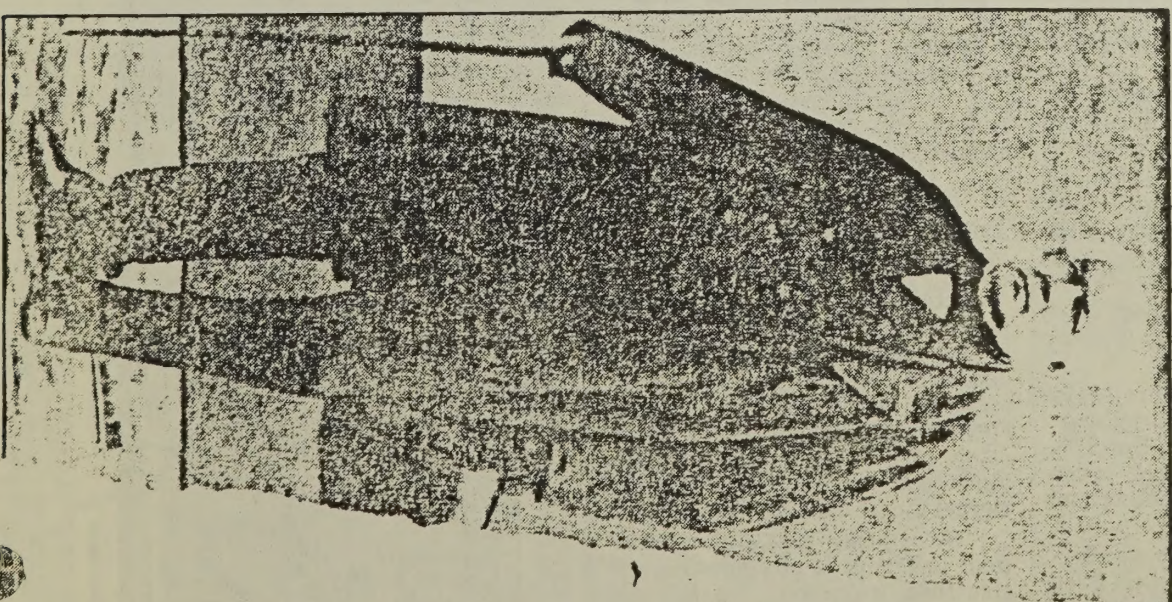
To balance the necessarily-complicated economic and political analysis of the author, there is a wealth of colorful anecdotes about MacNab's life and times. A large number of well-selected photographs and engravings help to give the work yet another dimension.

Although Beer's biography will provide fodder for academics to analyse and criticize, the general reader will also find much of interest in the biography, as Beer's style is not overwhelmingly obscure, nor needlessly complex.

As the local reception accorded John Weaver's Hamilton: An Illustrated History attests, academic scholarship need not be incompatible with a general audience interested in local history.

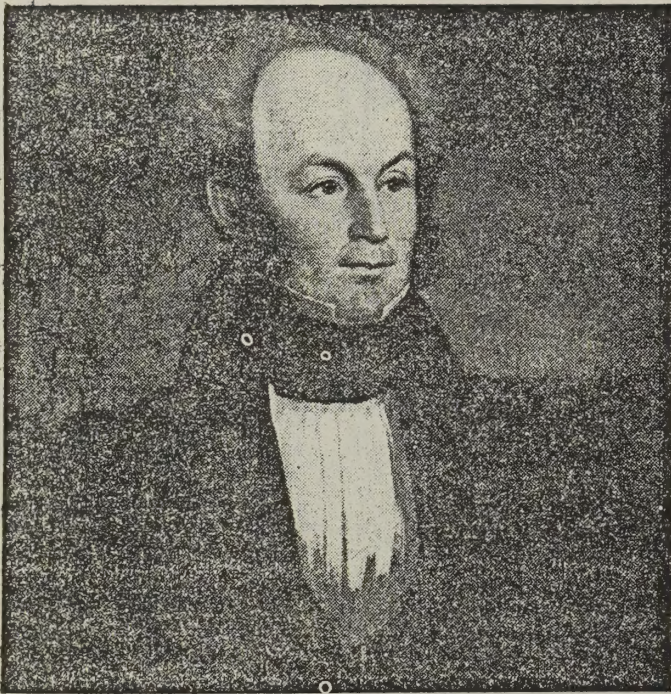
The publication of a major biography of Sir Allan MacNab is particularly timely. 1985 will be the 150th anniversary of the completion of both MacNab's home, Dundurn Castle, and his place of worship, Christ's Church Cathedral. It was MacNab himself who cast the deciding vote to locate Christ's Church Cathedral on James Street North instead of a site further south, now occupied by the Church of the Ascension.

The Donald Beer biography of Sir Allan MacNab was published by the Dictionary of Hamilton Biography Inc., with the financial assistance of the Ontario Heritage Foundation and the Corporation of the City of Hamilton. The people involved with the Dictionary of Hamilton Biography are to be heartily congratulated for their efforts in making publicly available such an impressive biography of one of Canada's most monumental, yet, in any ways, least understood historical figures.



□ Sir Allan Napier MacNab.

MAGA



*A major biography
Allan MacNab was
conceived in the city,
his castle still stands.
Writer Mark McNab
reports.*

Sir Allan

NO MATTER where you are inside the W.L. Griffin Printing Ltd. plant in Hamilton's north end you can hear that big printing press pumping away like a locomotive.

IT SETS the pace for the workers here. It's the pulse that keeps this small business on Linden Street alive. And the gentle chugging can be felt from everywhere as it reverberates off the concrete walls and resonates through the collage of corridors, offices, and paste-up rooms.

For four days in mid-October, eight hours each day, that nine-year-old Harris press in the centre of the 12,000 square foot building kept rhythm until the job was done: Four-thousand copies of a 552-page book; the first definitive biography of Sir Allan Napier MacNab.

It was the largest ever project for the 38-year-old printing firm, and a life-long dream of three Hamilton history buffs, who learned everything about the book publishing business the hard way.

Rev. T. Melville Bailey, a retired presbyterian minister; Robert Fraser, a historian; and Pat Filer, a bookkeeper, formed an editorial board back in the late '70s to publish The Dictionary of Hamilton Biography, and this is their second effort after volume one of the dictionary was published in '81.

The book called Sir Allan Napier

Volume One, containing 331 biographies was published in Nov. '81, and volume two — even longer with more than 500 biographies — should end up at the printers sometime in 1986.

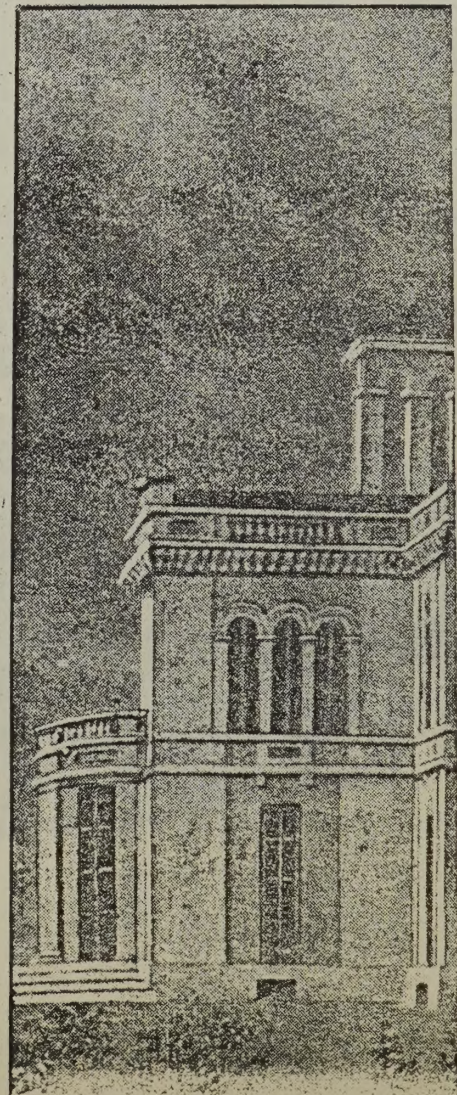
THE BIOGRAPHIES are of legislators, and politicians, educators, wheeler dealers, landowners, artists and musicians, writers, industrialists and men of commerce and a scattering of scoundrels and criminals.

"Bob does the history, I do the English grammar and Mel deals with the people," said Mrs. Filer.

Actually that's the way it's supposed to work. What really happens is they become involved in every aspect of the book and these days almost all their free time has been spent running around to book wholesalers and retailers trying to convince them that Sir Allan will make a great Christmas present.

"We're just a piddling organization. In terms of organization and structure, we're very small," said Mr. Fraser.

John Miller, who recently bought Griffin printing said: "It was a large, large project... The biggest part of our work is not books — we're commercial printers. It's something we learned." The book was bound by a Toronto company.



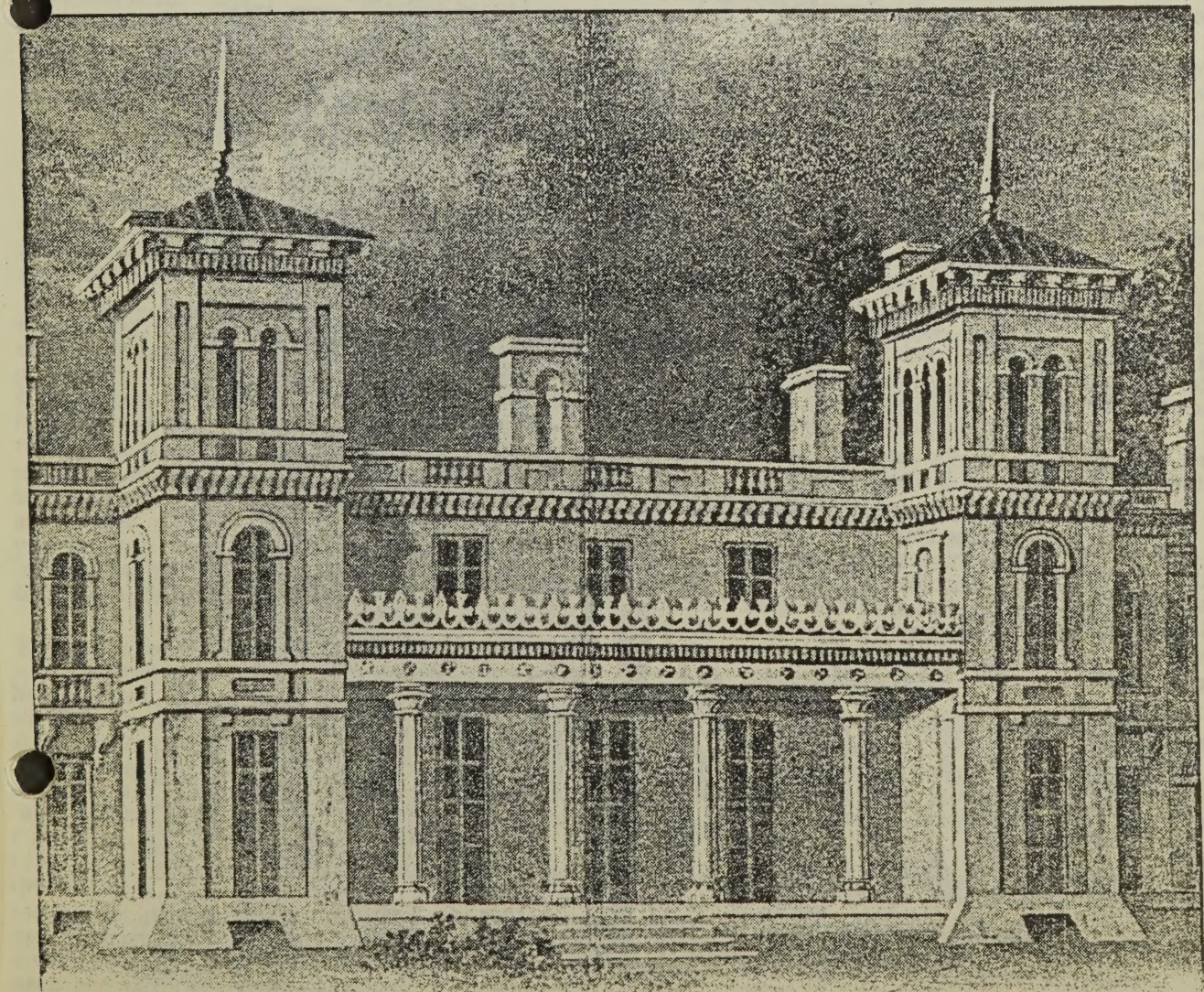
in Spectator

ZINE

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an MacNab



a warm fall day, an interview he book's editorial board be on a bench outside Dundurn castle, the mansion which was once MacNab's home. In the 122 years MacNab's death, the once homestead has been trans- ed into a park.

couples walk by hand-in-hand others by themselves are shuf- along the pathways not paying h mind to the relevance of re they are.

I don't know too much about He was the prime minister," Deirdre Flynn, 24, who regular- trolls through the park on sunny s. "Wasn't he?...I like to come e on my lunch hour."

Mass-produced souvenirs are d in a store, tours are run through castle, and there's been this embarrassing problem lately of ys taking over a men's washroom.

But while MacNab's memory ay have been obscured through all this, Mr. Bailey's vision is clear. e remembers back in the '40s when e used to live a few blocks from ere. He would visit the castle and onder his afternoons away trying o reach conclusions about the man ho lived there a century before.

He developed a deep fascination or MacNab and how Hamilton and Canada's course were affected by im.

"I began to ask questions about who this man was and what he had done, and all I could find out really were little subchapters or little newspaper clippings. I decided if nobody else had done it, maybe I could so I put out a little book (30 pages) that was sold in the castle in 1944."

The little book, which sold for a quarter, was really the only publica- tion available until Marion Mac- Rae's book, MacNab of Dundurn was published in the late '60s, but that dealt more with the castle than it did with the man.

Mr. Bailey always felt that not enough had been written about Hamilton's past. So he, Mr. Fraser and Mrs. Filer — as well as McMaster University professor John Weaver, who has since left the editorial board — plunged themselves into a huge project of publishing three dictionaries of biographies.

length biography, and the Hamilton group wrote him to ask that if this was the case would he be interested in having it published locally.

From that time in early 1982, the plan was put into place. It was hoped the manuscript would be completed by Jan. 1 1984, in order that grants in aid of publication could be applied for.

But there were problems and several extensions had to be made. Numerous customs delays occurred in sending the manuscript — actual- ly in the form of a computer disc — back and forth between Canada and Australia. Once the manuscript was lost by a courier service for three weeks.

AFTER THEY received the first manuscript in the sum- mer of 1983, they approached the city of Hamilton and the Ontario Heritage Foundation, of the Minis- try of citizenship and culture, for grants. They received \$10,000 from each, enough to cover a printing 4,000 copies of the book.

It was a crunch right up to the end. Changes were being made to the manuscript and it was sent back to Australia several times to be approved and checked over.

"He (Mr. Beer) was in the midst of a term in Australia. He was working 80 hours a week trying to get this stuff done. There were telegrams flying back and forth. Frantic phone calls asking: 'When can we have it.'"

They had to have the final manu- script to the printer by Aug. 7, and even then a printing job of six months would have to be crammed into three months.

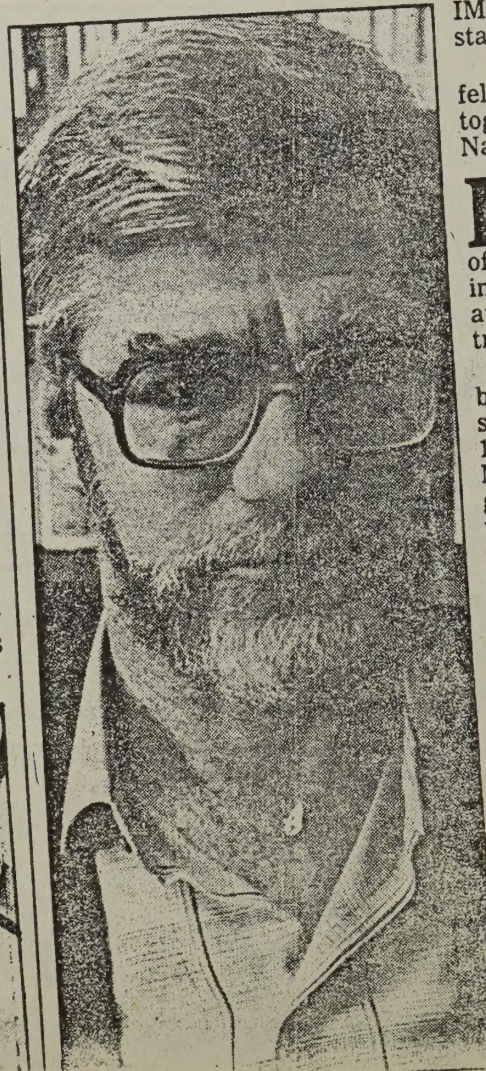
"In the end we made it. The book was ready a week behind our final schedule but mind you it was about our eighth schedule," said Mr. Fras- er.

"We wanted to have the book out in time for the Christmas market or you might as well forget it. If you bring it out later on the Easter Bunny trade is not a big one.

The other consideration was they wanted the book out this year as an Ontario bicentennial offering and 1984 is coincidentally the same year that Dundurn castle celebrates its sesquicentennial.



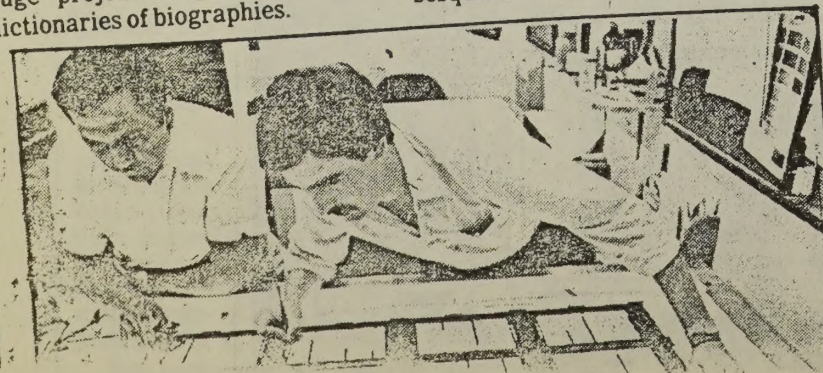
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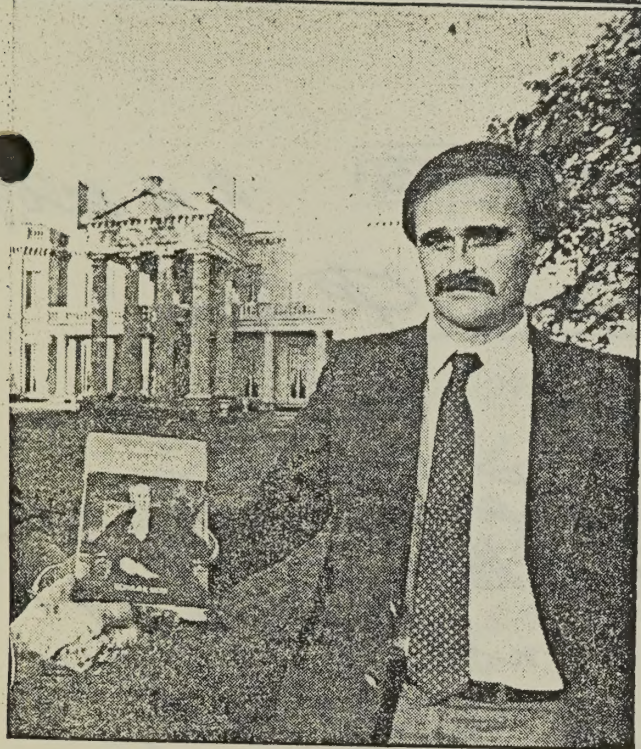


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Above, an early drawing of Dundurn Castle in Hamilton. Left, Rev. T. Melville Bailey, Pat Filer and Robert Fraser with finished copy of book.

out MacNab from afar

INE WRITING a book while on your head.

or Gordon Beer must have exactly like that while putting er his biography of Sir Allan MacNab.

RESEARCHING a man who died 122 years ago at the best s can be difficult. But direct- e project from 10,000 miles n his native down under Aus- an make it seem hopeless.

Beer's book, which has just eleased and sells for \$26.95, ed from his masters thesis in t Queen's University on b's opposition to responsible ment. He was on a common- scholarship at the time.

eturned to Australia after the nd it was left at that until a ue in 1974 suggested Mr. y to do a full-length biogra- one had really written any- bstantial on MacNab before.

Beer, 44, a commonwealth n who teaches at the Univer- New England, in Armidale, uth Wales, worked on it slow- st. He made several trips to o through documents at e castle and archives in and Toronto until he re- a letter in Jan. '82 from a i Hamilton which was inte- publishing it.

had almost completed his ript. Although an additional s were needed to finish off arch and writing and for

"It's just a different view of MacNab based on a whole lot of information that people haven't looked at before. I didn't find any great collection of papers that were particularly valuable — a couple of letters here, a dozen letters there that built up a rather different picture."

What he tried to do in his work — which he says is intended for an academic as well as a general audience — is to find out what MacNab was really like. He feels MacNab had a complex personality and that history has not been as kind to him as it should.

"The idea of MacNab as a buffoon is consistent with an aspect of his personality. But it's an aspect that's been played up by his opponents and historians who've lacked sympathy for his causes."

"He had a very attractive exterior. He was genial, charming, great fun to be with. But underneath that exterior I found complexities which were really quite absorbing," he said.

"Despite the fact that he was high spirited, jovial, optimistic, he also had periods of depression and on one occasion very severe depression, so much so that when it was complicated by rheumatism and gout he nearly died in 1849."

MacNab was also a practical joker. Apparently one time in church he sat behind a woman who wore — as was customary — a plummage on her hat. MacNab, perhaps a little weary from the

HE COULD be witty, too, as was the case in a letter he wrote to a friend about a pair of horses he was trying to unload.

"They're really much better than they look. They're young and sound and real war horses because I am sure that just now they would sooner die than run," MacNab wrote.

While at first it may seem equally funny that an Australian would end up writing the definitive biography about the former premier of the Canadas, speaker, and member of parliament for 25 years, Mr. Beer says this kind of thing isn't all that unusual in academic circles.

"Certainly, I came in with no preconceptions. If I had been brought up a Canadian I probably would not have chosen to write on MacNab for the obvious reason that I would have had those preconceptions and would probably believe that MacNab was as important or unimportant as other people have suggested," he said.

As well as promoting his book in his latest trip to Canada, he is also researching a biography of Sir Charles Metcalfe, governor general of the Canadas between 1843 and 1845.

In all he travelled to Canada six times to research the MacNab book, twice for periods of a year each.

"It was particularly difficult in MacNab's case because the docu- ments that are necessary

the life of Sir Allan MacNab
All the rhy- 12, old eigh- pas- coll- wal- it 1- gins- Stre- keep- I
ing at hear in He the W OM



FLETCHER & MORROW CONSULTANTS

24 Aug 1971

re S. Patricia Filer

Background etc -

Graduate of Victoria College
in English & Food Chemistry - 1951

Worked for Filer Consultants Ltd
for 15 years, doing Research, etc.

1972-75 - Asst to Director of
Volunteers - doing tape presentations,
conducting tours, etc.

Produced material for a radio
program over CHML - "Personally
Speaking" with Burnie Gillespie.

For 4 years worked with Andy Peller
to write a book on his life.

Also worked with Mel Bailey on "The
Dictionary of Hamilton Biography".
After St Joseph Hospital fire she wrote
a report for interview.

About 8 years ago published a chronicle
for "The Canadian Club of Hamilton".
About six years ago researched & wrote
a history of Mohawk College.

Chaired Hamilton Gallery of distinction.
She has worked in many other organizations.



FLETCHER & MORROW CONSULTANTS

S. Patricia Filer.

For many years she has contributed generously in the Communication category. In my other sheet I have enumerated many examples.

In my case I am very much aware of her expertise in writing the history of Mohawk College, as I was a Board Member, Chairman for 3 years and now 5 years as Chairman of Mohawk College Foundation.

Yours sincerely
Stephen M. Fletcher

CURRICULUM VITAE

PERSONAL

S. Patricia Filer (Mrs. W.A.H.)
Box 7055, 959 Sulphur Springs Road
Ancaster, Ontario L9G 3L3
Phone: 628-8611

Born: Toronto, December 7, 1927

EDUCATION

1932-40: Bedford Park, Toronto (Public School)
1940-46: Havergal Ladies College (High School)
1946-51: Victoria College, Toronto (University)
Majored in Food Chemistry and English

EMPLOYMENT

1944-46: Pioneer Girls Camp Junior Leader

1947-50: T. Eaton Co. Ltd. Accounts Office
Clerical work (part-time)

1951-52: T. Eaton Co. Ltd. Accounts Office
Bad Debt Dept. (full-time)

1952 Married, 2 children

1970-85: Employed by Filer Consultants Ltd.
as office manager and bookkeeper.
Work involves preparation of books
of specifications for construction
projects, research and general office
work, word processing capabilities
and computer accounting

1972-75 McMaster Medical Centre - 3 years
Assistant to the Director of
Volunteers;
preparation of slide/tape presentation
used for tour groups; wrote script and
supplied voice; conducted group tours.
Also responsible for training of
volunteers. Conducted a series of
panel discussions between staff,
volunteers, medical profession and the
architect of the Centre.

1975-76: Produced background material for radio
program "Personally Speaking" (Hamilton
CHML) with Burnett Gillespie. Prepared
all preliminary interview material, did
interviews and wrote up material for
program.

1977-81: Conducted 52 interviews with Andrew
Peller of Andres Wines using material
to write a book about his life.

- 1978-91: An Editor of "The Dictionary of Hamilton Biography" produced by Hamiltonians led by Melville Bailey. Vol. I published in December, 1981, Vol. II published in 1991.
- Sir Allan Napier MacNab - published 1984
- produced the Index
- 1980 St. Joseph's Hospital - hired to write a composite of experiences of the staff and patients following the fire of May 1st to prepare a manual for various personnel to use when speaking. Interviews with staff, Fire Department, Police and patients.
- 1982 Conducted a series of 12 TV interviews with people from the Hamilton-Wentworth area on the History of Hamilton, for Cable 4 T.V.
- Published "The Winemaker" the life story of Andrew Peller, founder of Andres Wines.
- 1983 Published "The Canadian Club of Hamilton -A Chronicle of the Years 1954-1982" compiled by S.P. Filer.
- 1983 Supervisor of 5 University students
1985 doing research for the second volume of The Dictionary of Hamilton Biography. Continued as Editor of this volume.
- 1984-85 Hamilton Gallery of Distinction - Research Committee and writing of biographical material
- 1984-85 Hamilton Mum Show - volunteer and submission of displays
- 1985 Commissioned to research and write History of Mohawk College of Applied Arts and Technology 1946-1985
- 1985 Compilation of History of Peterborough for presentation in "miniature" form at National Association of Miniature Enthusiasts (N.A.M.E.) Conference
- 1988 Board of Directors of the Hamilton Gallery of Distinction

S.P. FILER

| | | |
|--------------------------|----------|--|
| | 1989:90 | Chairman of the Hamilton Gallery of Distinction |
| INTERNATIONAL EXPERIENCE | 1963- | Conference of World Association of Guides and Girl Scouts - 1 month in Denmark as observer in Canadian delegation |
| | 1966- | Conference of the World Association 1 month in New Zealand, Australia and Japan as delegate in Canadian Delegation |
| | 1970- | Assisted in the month-long training of staff persons from Chili and Mexico in Canadian Headquarters Building |
| | 1984 - | Delegation of Civil Engineers to China supported by CIDA - observer- 5 weeks |
| VOLUNTEER ACTIVITIES | 1948-72: | Girl Guides of Canada (volunteer - 3 days a week minimum)
From Group Leader to Deputy Chief Commissioner for Canada. Work in all Provinces. |
| | | Total of 13 years organizing Church School and teaching. In 1974, researched, compiled and edited a book for the use of the Church in training parents in the Christian education of their children. |
| | | Anglican Church Women Diocese of Niagara
Chairman, Social Action Committee |
| PERSONAL INTERESTS: | | Conservation - development of our own property including large pond and reforestation
Mineralogy, geology and lapidary
Oil painting, writing, miniature craftsman and collector
Family geneology back to 1613 |
| OTHER ASSOCIATIONS | | The Canadian Club of Hamilton
Art Gallery of Hamilton
Royal Botanical Gardens
S.P.C.A. Member
National Association of Minature Enthusiasts |

Contribution to Communications and Community Service:

Pat Filer has made a substantial contribution to the community fabric of Hamilton. Her unique contribution has been to bring alive the history of Hamilton with her painstaking research and the publication of works dealing with biographies of Hamilton personalities as well as creating, in essence a historical calendar of Hamilton. These include but are not limited to:

- 1978-91 Editor of "The Dictionary of Hamilton Biography" produced by Hamiltonians such as Melville Bailey. Vol. 1 was published in December 1981 and Vol. II published in 1991. Produced the Index for "Sir Allan Napier MacNab," publication, 1984.
- 1982 Conducted a series of 12 T.V. interviews with people from the Hamilton-Wentworth areas on the History of Hamilton, for Cable 4 T.V. Published "The Winemaker" the life story of Andrew Peller, founder of Andres Wines, requiring 52 interviews with Mr. Peller.
- 1983 Published "The Canadian Club of Hamilton - A Chronicle of the Years 1954-1982"
- 1985 Commissioned to research and write the History of Mohawk College 1946-1985
- 1984-85 Member of Hamilton Gallery Distinction Research Committee, responsible for researching and writing of biographical material of potential inductees.
- 1974 Spent a total of 13 years organizing her Church School and teaching. In 1974, researched, compiled and edited a book for the use of the church in training parents in the Christian education of their children.

And many other outstanding volunteer services, as outlined in her biography.

NOMINEE: S. Patricia Filer
Box 7055, 959 Sulphur Springs Road
Ancaster, Ontario L9G 3L3
Phone: 628-8611

Born: Toronto, December 7, 1927

Patricia Filer is married to well known ^{ENGINEER} Eugene Wm A. Filer and they have two children

- 1972-75 McMaster Medical Centre - 3 years
Assistant to the Director of Volunteers;
preparation of slide/tape presentation used for tour groups;
wrote script and supplied voice; conducted group tours.
Also responsible for training of volunteers. Conducted a
series of panel discussions between staff, volunteers, medical
profession and the architect of the Centre
- 1980 St. Joseph's Hospital - hired to write a composite of
experiences of the staff and patients following the fire of
May 1st to prepare a manual for various personnel to use
when speaking. Interviews with staff, Fire Department,
Police and patients.
- 1983 Supervisor of 5 University students doing research for the
1985 second volume of The Dictionary of Hamilton Biography.
Continued as Editor of this volume
- 1984-85 Hamilton Gallery of Distinction -
Research Committee and writing of biographical material
- 1984-85 Hamilton Mum Show - volunteer and submission of displays
- 1985 Compilation of History of Peterborough for presentation in
"minature" form at National Association of Minature
Enthusiasts (N.A.M.E.) Conference
- 1988 Board of Directors of the Hamilton Gallery of Distinction
- 1989-90 Chairman of the Hamilton Gallery of Distinction
- 1963- Conference of World Association of Guides and Girl Scouts -
1 month in Denmark as observer in Canadian delegation
- 1966 Conference of the World Association - 1 month in New
Zealand, Australia and Japan as delegate in Canadian
Delegation
- 1970 Assisted in the month-long training of staff persons from Chili
and Mexico in Canadian Headquarters Building
- 1984 Delegation of Civil Engineers to China supported by CIDA -
observer - 5 weeks

1948-72 Girl Guides of Canada (volunteer - e days a week minimum)
 From Group Leader to Deputy Chief Commissioner for Canada.
 Work in all Provinces.

Anglican Church Women Diocese of Niagara, Chairman, Social
Action Committee

PERSONAL Conservation - development of our own property including large
INTERESTS: pond and reforestation
 Mineralogy, geology and lapidary
 Oil painting, writing, miniature craftsman and collector
 Family geneology back to 1613

OTHER The Canadian Club of Hamilton
ASSOCIATIONS Art Gallery of Hamilton
 Royal Botanical Gardens
 S.P.C.A. Member
 National Association of Minature Enthusiasts

Plus research and writing per attached summary

October 28, 1991

Hamilton Status of Women
Sub-Committee,

City Hall, 91 main St. West,

Hamilton, Ontario, L8N 3T4

attention - Betty Carter, Secy.

I wish to submit the following nominee
in the category of 'Women in Community Service'
to the nominating sub-committee of the
Hamilton Status of Women, namely -
S. Patricia Filer, (Mrs. W.C.H.) of 959 Sulfur
Springs Road, Ancaster, Ontario.

Patricia Filer is a brilliant, talented, hard
worker in many community fields of
endeavour, her outstanding volunteer
service at McMaster Medical Centre, her
work on radio with CHML, 'Personally
speaking.'

Mention must be made of her tremendous
contributions in the field of literature, her
many publications, historical, biographical,
and adjudication.

She has strong religious affiliation with
the Anglican Church of Canada.

Patricia Filer has contributed time and dedication to the World Association of Guides and Girl Scouts for many years, with all her affiliations she still has time to work on Conservation, while living in the Hamilton Conservation Authority Area.

Mrs Filer has been compiling much material in lieu of writing a biography of the life and work of myself - a sculptor, for over sixty years, and winner in the arts category of the Hamilton Status of Women, 1989.

She is certainly the most talented woman writer in our community, if not all of Ontario, and much more.

Yours Truly

Elizabeth Bradford
Holbrook



THE REGIONAL MUNICIPALITY
OF HAMILTON - WENTWORTH

Office of the Chairman

October 31, 1991

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario
L8N 3T4

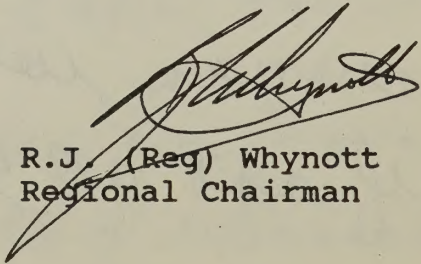
Attention: Betty Carter, Secretary

It has come to my attention that Pat Filer has been nominated for the 'Women of the Year' Award under the category of Women in Community Service and it is, indeed, a pleasure for me to be able to send this letter endorsing her.

I have had the privilege of knowing Pat for many years and she is indeed an excellent example of good citizenship and involvement in the community. Her impressive years of volunteer service has not gone unnoticed in the community - we need to have more people like her involved and making a positive contribution towards making this Region a better place in which to live and work.

I sincerely hope that the selection panel will choose to recognize her as a worthy recipient of the 'Women of the Year' Award.

Sincerely,



R.J. (Reg) Whynott
Regional Chairman



THE REGIONAL MUNICIPALITY OF HAMILTON-WENTWORTH

Transportation Services Committee
Chairman - Councillor R. Wade

P.O. Box 910, Hamilton, Ontario L8N 3V9

Refer to File No.

Attention of

Your File No.

October 30, 1991

Hamilton Status of Women Sub-Committee
Hamilton City Hall
71 Main St. W.
Hamilton, Ontario
L8N 3T4

Atten: Betty Carter
(Secretary)

Dear Ms. Carter:

I am delighted that Patricia Filer has been nominated for a "Women of the Year" award in the Community Services Category.

Pat has a long history of excellent and varied service to the Community, from Girl Guide Commissioner to extensive involvement in church work and in Christian Education.

She is a published Biographer of merit as outlined in her Curriculum Vitae, with the most recent involvement being "The Dictionary of Hamilton Biography" Volume I and II.

Pat Filer has been an enthusiastic and accomplished volunteer in the Region for many, many years and such dedicated service to her fellow citizens should not go unrecognized.

I support this nomination with great pleasure and the wish that we had dozens more like Pat Filer.

Yours truly,

Ann Sloat
Deputy-Mayor - Town of Ancaster
Regional Councillor - Regional
Municipality of Hamilton-Wentworth.

AS/lg



MOHAWK COLLEGE

OF APPLIED ARTS AND TECHNOLOGY

OFFICE OF THE PRESIDENT

October 31, 1991

Ms. Evelyn Myrie, Chairperson
Hamilton Status of Women
Sub-Committee
City Hall
71 Main Street West
Hamilton, Ontario
L8N 3T4

Dear Ms. Myrie:

I am writing to nominate (or endorse the nomination, if already made, of) Patricia Filer for Woman of the Year in Hamilton-Wentworth in whatever category is deemed to be most appropriate.

My contact with Mrs. Filer dates from 1976 on both a professional and personal basis.

She has contributed voluntarily a great deal to enrich the life of this community - as a member of the Canadian Club of Hamilton, she researched, wrote and published a chronicle of years 1954 to 1982; she researched and edited the dictionary of Hamilton Biography, Volumes I and II; she researched and wrote biographies of potential candidates for the Hamilton Gallery of Distinction; she served 26 years with the Girl Guides of Canada, serving through the ranks from group leader to Deputy Chief Commissioner for Canada; she served on various Anglican Church Committees in the Diocese of Niagara.

In pursuit of her own interest in research and writing, done more for their love than the small income generated, she researched over four years and wrote for Andres Wines the first authoritative biography of its founder, Andrew Peller, one of Canada's truly remarkable entrepreneurs and a resident of this Region.

Mohawk College commissioned Mrs. Filer to research and write a history of Mohawk College and its predecessor institutions covering the years 1946 to 1985. This book has been widely distributed.

These are but a few of the highlights of her contributions that I am aware of. I know there are many more.

It is without any hesitation or equivocation that I am pleased to nominate (or endorse the nomination of) Patricia Filer for a category of the Hamilton-Wentworth Woman of the Year Award in recognition of her outstanding service to this community in volunteer work and research and writing.

Yours sincerely,

Keith L. McIntyre

Keith L. McIntyre

KLM/ch

Fennell Avenue and West 5th, P. O. Box 2034, Hamilton, Ontario L8N 3T2 (416) 575-2253

Hamilton Telex 061-8348

After hours or if no answer call 575-1212

CURRICULUM VITAE

PERSONAL

S. Patricia Filer (Mrs. W.A.H.)
969 Sulphur Springs Road
Ancaster, Ontario L9G 3L3
Phone: 628-8611

Born: Toronto, December 7, 1927

EDUCATION

1932-40: Bedford Park School, Toronto (Public School)
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1946-51: Victoria College, Toronto (University)
Majored in Food Chemistry and English

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1944-46: Pioneer Girls Camp Junior Leader

1947-50: T. Eaton Co. Ltd. Accounts Office
Clerical work (part-time)

1951-52: T. Eaton Co. Ltd. Accounts Office
Bad Debt Dept. (full-time)

1952 Married, 2 children

1970- : Employed by Filer Consultants Ltd.
to as office manager and bookkeeper.
present Work involves preparation of books
of specifications for construction
projects, research and general office
work, word processing capabilities
and computer accounting

1972-75 McMaster Medical Centre - 3 years
Assistant to the Director of
Volunteers;
preparation of slide/tape presentation
used for tour groups; wrote script and
supplied voice; conducted group tours.
Also responsible for training of
volunteers. Conducted a series of
panel discussions between staff,
volunteers, medical profession and the
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S.P. FILER

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1984-85 Hamilton Mum Show - volunteer and submission of displays

1985 Commissioned to research and write History of Mohawk College of Applied Arts and Technology 1946-1985

1985 Compilation of History of Peterborough for presentation in "minature" form at National Association of Minature Enthusiasts (N.A.M.E.) Conference

S.P. FILER

INTERNATIONAL
EXPERIENCE

1963-

Conference of World Association of
Guides and Girl Scouts - 1 month in
Denmark as observer in Canadian
delegation

1966-

Conference of the World Association
1 month in New Zealand, Australia and
Japan as delegate in Canadian
Delegation

1970-

Assisted in the month-long training of
staff persons from Chili and Mexico
in Canadian Headquarters Building

1984 -

Delegation of Civil Engineers to China
supported by CIDA - observer - 5 weeks

VOLUNTEER
ACTIVITIES

1948-72:

Girl Guides of Canada (volunteer -
From Group Leader to Deputy Chief
Commissioner for Canada. Work in
all Provinces.

Total of 13 years organizing Church School and
teaching. In 1974, researched, compiled and
edited a book for the use of the Church in
training parents in the Christian education of
their children.

Anglican Church Women Diocese of Niagara
Chairman, Social Action Committee

PERSONAL
INTERESTS:

Conservation - development of our own property
including large pond and reforestation
Mineralogy, geology and lapidary
Oil painting, writing, miniature craftsman and
collector
Compiling of Family geneology back to 1613

OTHER
ASSOCIATIONS

The Canadian Club of Hamilton
Art Gallery of Hamilton
Royal Botanical Gardens
S.P.C.A. Member
National Association of Minature Enthusiasts

1. The first part of the report deals with the general situation of the country and the progress of the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

2. The second part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

3. The third part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

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6. The sixth part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

7. The seventh part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

8. The eighth part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

9. The ninth part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

10. The tenth part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

11. The eleventh part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

12. The twelfth part of the report deals with the work of the various departments. It is a summary of the work done during the year and is intended to give a general impression of the state of the country and the progress of the work of the various departments.

b

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: WOMEN IN COMMUNITY SERVICE

Nominee's Full Name: MARGARET C. FULLERTON

Company/Organization VOLUNTEER COMMITTEE ART GALLERY OF HAMILTON

Address: Residence: 7 GARDEN DR Business: _____

City: GRIMSBY City: _____

Postal Code: L3M 3X8 Postal Code: _____

Telephone: Residence 416-945-3216 Business: _____

Other: Contact # _____

Nominated by: VOLUNTEER COMMITTEE ART GALLERY OF HAMILTON
(organization and contact person) PAULA HAMPSON, PRESIDENT

Address: 228 North Shore Blvd W. Burlington
L7T 1A4

Telephone: 639-0422
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: P. Hampson

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

The Hamilton Status of Women Sub-Committee was created in 1972 by Hamilton City Council. This Committee, unique to Canadian municipalities, is the first of its kind to be appointed by a City Council in order to advise on issues pertaining to women.

The Hamilton Status of Women Sub-Committee honours women for their outstanding achievements and contributions in furthering the position of women, at an Annual Women of the Year Dinner. Over 900 people attend this event. The dinner will be held on Wednesday, February 19, 1992 at the Hamilton Convention Centre. Nominees, as well as recipients, will be recognized.

The awards will honour six women for their outstanding achievements and contributions to the community. These women can be nominated for any of the categories (1 - 5) whether working as a volunteer or in a paid capacity and in category (6) for voluntary service. Women previously nominated, but not selected as a Woman of the Year, may be nominated again. Women will be recognized in the following categories:

1. Women in the Arts

Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

2. Women in Public Affairs

Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

Volunteer Committee Art Gallery of Hamilton

123 King Street West, Hamilton, Canada L8P 4S8

October 24, 1991

Ms. Evelyn Myrie,
Chairperson,
Hamilton Status of Women Sub-Committee,
City Hall,
Hamilton, Ont.

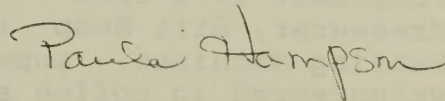
Dear Ms. Myrie:

The members of the Volunteer Committee of the Art Gallery of Hamilton are pleased to submit the nomination of Margaret (Marnie) Fullerton as Woman of the Year in the Community Service category. This remarkable woman's volunteer career spans fifty-four years.

Her resume speaks for itself indicating her deep commitment to many community organizations. We have seen her at the Art Gallery of Hamilton to be willing and capable to accept any volunteer position. Her endless energy and constant enthusiasm are an inspiration to others.

We hope your committee will agree that Marnie Fullerton should be recognized for her significant contribution to the well-being of the community through volunteer service by being awarded Woman of the Year in Community Service.

Sincerely,



Paula Hampson
President

MARGARET C. FULLERTON

VOLUNTEER RESUME

ART GALLERY OF HAMILTON

Treasurer of Gallery Fair 1989-1991
Chairman of Art Rental 1985-1987
Chairman of Gallery Shop 1981-1983
Treasurer of Gallery Shop 1979-1981
Volunteer in Shop and Art Rental 1973-1991

GRIMSBY PUBLIC ART GALLERY

Treasurer 1989-1991 1974-1976
President 1980-1983
Various Executive positions 1974-1990

HAMILTON PHILHARMONIC ORCHESTRA GUILD

Treasurer 1991, 1974-1976
Member of Executive 1969-1976, 1986-1991
Received Honour Award for 15 years of volunteerism
Executive Secretary to Chairman of Board of Management
Orchestra Manager 1965-1966

NIAGARA PENINSULA NEEDLE ARTS GUILD

Founding Treasurer 1977-1991

EMBROIDERS ASSOCIATION OF CANADA

National Treasurer 1978-1982
National Seminar Treasurer 1979

WEST LINCOLN MEMORIAL HOSPITAL AUXILIARY

Treasurer 1986-1991
President 1978-1980
Treasurer, Gift Shop 1974-1977
Vending Machines - supervisor and treasurer 1980-1991
Volunteered in coffee shop, on the wards and physiotherapy dept.
1973-1991

LOCAL ARCHITECTURAL CONSERVATION ADVISORY COMMITTEE

Appointed by Town of Grimsby for two 3 year terms 1985-1991
Presently Vice-Chairman

HAMILTON BIG SISTERS

Volunteered in Nearly New Shop 1991

MUSIC SERIES OF GRIMSBY PUBLIC ART GALLERY

Executive member since founding of series 1979-1990

HAMILTON GENERAL HOSPITAL AUXILIARY

Volunteer 1937-1941 1972-1974

MEALS ON WHEELS

1972-1974

grimsby public art gallery

VOLUNTEER COMMITTEE

25 Adelaide Street,
Grimsby, Ontario,
October 29, 1991.

To Whom It May Concern,

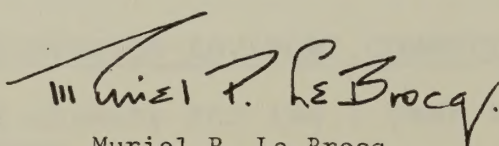
The Volunteer Committee of The Grimsby Public Art Gallery has had a tireless worker in Margaret (Marnie) Fullerton ever since its early days. To the present, her record of service on the Executive includes :-

1974 - 76 Treasurer
1976 - 78 Publicity
1978 - 80 Vice-President
1980 - 83 President
1984 - 86 Newsletter
1986 - 88 Concert Representative (Music Series)
1989 - 91 Treasurer

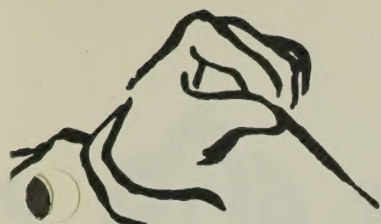
While serving in many capacities on the executive, she has also been involved, to a large extent, in all our projects. We are a small group, and, as a consequence, our measure of individual effort counts greatly

It should also be noted, that Marnie has, as well, been an active participant in many other areas of the town's volunteer activities.

It is, therefore, with pleasure that The Volunteer Committee of the Grimsby Public Art Gallery takes this opportunity to support the nomination of Margaret (Marnie) Fullerton to Citizen of the Year in Hamilton, in recognition of her merit and contribution to the lifestyle in Grimsby.



Muriel P. Le Brocq,
Vice-President,
Volunteer Committee Grimsby Public Art Gallery



Grimsby Music Series

25 Adelaide Street, Grimsby, Ontario L3M 1X2

October 28, 1991

"Search Committee"
"Woman of the Year" - Hamilton

Re - Marnie Fullerton

We are pleased to support the nomination of Marnie Fullerton, by the Volunteer Committee of the Art Gallery of Hamilton.

Marnie's participation with the Grimsby Music Series has been very involved, since its inception in 1979. She has enthusiastically assisted in the various Offices of this Committee, being particularly aware of the value of bringing world-class artists to our community.

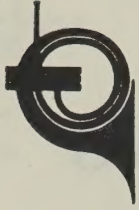
We are all aware of how our community is growing and Marnie is cognizant of our goals, as we strive to continue to reach new subscribers and to expand the interest of our Series.

Her life-long interest in music and its impact on a community, is a great asset to our Committee and she willingly shares her expertise.

We heartily endorse this nomination.

Yours sincerely,

Lorna E. Tranter,
Co-ordinator, Grimsby Music Series



HAMILTON PHILHARMONIC ORCHESTRA GUILD

79 Sunrise Crescent,
Dundas, Ontario
L9H 3S1
October 21 1991

Mrs. Paula Hampson,
President, Volunteer Committee,
Art Gallery of Hamilton

I am writing to you in support of the nomination of Marnie Fullerton as Woman of the Year for Women in Community Service. I have known Marnie for about seven years, since I joined the Guild, and have worked with her in her capacity as Guild Treasurer for the last two years. She is a dedicated, efficient and hard working member of our organization, and is known for really getting things done. I have no difficulty whatsoever understanding that you would want to nominate her for this award.

Our records indicate that Marnie has been a member of the Guild Executive since 1969, and has been associated with the Orchestra since before then. She was Treasurer in 1974-76, and also currently, 1990, 91. She was Executive Secretary to the Chairman of the Hamilton Philharmonic Board, and to the Orchestra Manager from 1965 to 1966. She was honoured by the Guild Chairman to receive a 15 year Province of Ontario Award for Volunteers. Marnie is currently one of our most active and valued members, and is indispensable in our fund-raising efforts.

I wish you and Marnie success in her nomination.

Yours Sincerely,

Jim Barr,
H.P.O. Guild President



Embroiderers' Association of Canada, Inc.

13 Brentwood
Grimsby, On.
L3M 3J5
October 23, 1991

Woman of the Year Award
Hamilton Status of Women
Sub-Committee

To Whom It May Concern:

I am writing in support of the nomination of Marnie Fullerton for the Woman of the Year Award.

During my two-year term of office as President of the Niagara Peninsula Needle Arts Guild and my two-years as President of Embroiderers Association of Canada, I had the good fortune of having Marnie as my Treasurer. E.A.C. is a non-profit teaching Organization with 32 Chapters across the country. Its purpose is to encourage and support the practise and knowledge of the Art of Embroidery in all its forms.

This aim was wholly supported by Marnie who, at her own expense, travelled across Canada supporting teaching Seminars and assisting me in our executive duties.

Marnie has always been an efficient, reliable, and trustworthy associate. She has given many hours of her time to this organization and many others.

I know of no one who has devoted more time and effort to Community Service. With all her experience, she is truly an asset to any organization. I feel she is deserving of this honour, and sincerely hope she is given this award.

Sincerely

Ardene Hannus

Past President E.A.C.



NIAGARA PENINSULA NEEDLE ARTS GUILD

Chapter
of
Embroiderers' Association of Canada Inc.

October 23, 1991
4923 Kitchener St.
Niagara Falls, On....
L2G 1A6

Woman of the Year Award
Hamilton Status of Woman
Sub-Committee

To Whom It May Concern:

As President of N.P.N.A.G. I am writing in support of the nomination of Marnie Fullerton for the Woman of the Year Award in Community Services.

Marnie has been the treasurer of the Guild since its inception in 1977. She has given freely of her time and talent to guide us through those beginning years. She is an enthusiastic worker and always keeps a careful eye on the financial aspects, attending many workshops and regular meetings.

Through Marnie's attentive management, the Guild is in a position to support worthwhile teaching programmes for its members.

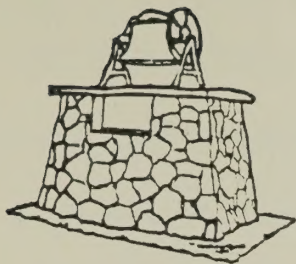
The Executive and I give our support to the nomination of Marnie Fullerton for this honour.

Yours truly

Inge Baxter

President

Inge Baxter



Grimsby LACAC

Local Architectural
Conservation Advisory Committee

160 Livingston Ave. P.O. Box 159
Grimsby, Ont. L3M 4G3
tel. (416) 945-9634

October 29th, 1991.

Woman of the Year Award,
Hamilton Status of Women
Sub-committee.

To Whom It May Concern:

The chairman and members of Grimsby LACAC are delighted to learn that Marnie Fullerton has been nominated as Volunteer of the Year in Community Work by the Volunteer Committee of the Art Gallery of Hamilton.

Mrs. Fullerton has been a member of Grimsby LACAC for six years. She has been a valuable member of our committee, attending meetings regularly, and participating enthusiastically in the various projects that we have undertaken.

We heartily recommend Mrs. Fullerton for the award for which she has been nominated.

Yours very truly,

Dorothy Turcotte, past chairman,
Grimsby LACAC



WEST LINCOLN MEMORIAL HOSPITAL
AUXILIARY

169 MAIN STREET EAST
GRIMSBY, ONT.
L3M 1P3

October 28. 1991

To whom It May Concern

Subject: Miss Marnie Fullerton

Candidate "Woman of the Year" Volunteer Committee
City of Grimsby, Hamilton.

Mrs Fullerton and I have been friends
and co-workers in church and other
organizations for a number of years
It gives me a great deal of pleasure to
add my recommendation for Marnie to
receive the Award for 'Woman of the Year'.
She has been an important and valued
Volunteer in our West Lincoln Memorial
Hospital Auxiliary (of which I am now, President)
and has held most of the Executive offices.



WEST LINCOLN MEMORIAL HOSPITAL
AUXILIARY

169 MAIN STREET EAST
GRIMSBY, ONT.
L3M 1P3

Gift Shop Treasurer 1974-1977; Vice President
1976-1978; President 1978-1980; Treasurer 1986-
1991. She has supervised our Vending
Machines from 1980-1991 and is an "on-call"
Volunteer for the Physiotherapy Department,
Coffee Shop and Medical Records from
1973-1991 inclusive.

Marnie has always impressed me by her
straight-forward approach to life; her
quick grasp of a given situation and
a wealth of practical ideas. She is a
committed type of person and will give
whole-hearted support to a project she
believes to be worthwhile. All these
attributes plus a cheery, warm and
friendly disposition makes her, I believe,



WEST LINCOLN MEMORIAL HOSPITAL
AUXILIARY

169 MAIN STREET EAST
GRIMSBY, ONT.
L3M 1P3

An ideal Candidate for the Award.

Best Sincerely,

Kathleen Stacey - Shier
President. W.L.M.H. Auxiliary

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women in Community Service

Nominee's Full Name: Helen Hubbard

Company/Organization: Volunteer and Lunchroom Supervisor ^{Queen Victoria School}

Address: Residence: 94 Chatham St Business: Hamilton Bd. of Ed.

City: Hamilton City: 11

Postal Code: L8P 2B4 Postal Code: _____

Telephone: Residence 525 0355 Business: _____

Other: Contact # _____

Nominated by: Sandra Nelson - Spec. Education Teacher
(organization and contact person)

Address: 221 Rosemary Lane Ancaster L9G 2K6

Telephone: 648 0092 522 9347
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Sandra Nelson

Please attach separate enclosures for responses to the following:

1. Letters has been forwarded earlier
Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

The Hamilton Status of Women Sub-Committee was created in 1972 by Hamilton City Council. This Committee, unique to Canadian municipalities, is the first of its kind to be appointed by a City Council in order to advise on issues pertaining to women.

The Hamilton Status of Women Sub-Committee honours women for their outstanding achievements and contributions in furthering the position of women, at an Annual Women of the Year Dinner. Over 900 people attend this event. The dinner will be held on Wednesday, February 19, 1992 at the Hamilton Convention Centre. Nominees, as well as recipients, will be recognized.

The awards will honour six women for their outstanding achievements and contributions to the community. These women can be nominated for any of the categories (1 - 5) whether working as a volunteer or in a paid capacity and in category (6) for voluntary service. Women previously nominated, but not selected as a Woman of the Year, may be nominated again. Women will be recognized in the following categories:

1. Women in the Arts

Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

2. Women in Public Affairs

Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

221 Rosemary Lane
Auraster, Ontario

Hamilton Statues of Women
Women of the Year Awards

I would like to nominate my friend Helen Hubbard for the award of Woman of the Year for Community Service.

I first met Helen over ten years ago. I had recently returned to teaching in a new field of special education. I was assigned to a trainable retarded class. Along with my class, I also had a teaching assistant which was an adjustment after always being alone with a class. The first week, a note from the office reminded me that my weekly volunteer Helen Hubbard would be in on Thursday afternoon. Helen was and still is one of those rare people who puts you at ease as soon as you meet her.

Helen arrived at school every week to do any job I asked of her. She began by listening to or helping the pupils read. Soon we discovered that Helen enjoyed crafts and she would also just "pop in" to help out on those days we were doing handwork. Whenever we had special or school trips planned Helen took time from her schedule to come along and help. By this time, I had come to realize how valuable and needed extra hands are with these children, who often have other handicaps as well. Gradually, Helen's half a day

day a week, became two days on a regular basis. Whenever, she came, she never came empty handed. Always a new idea, a pie she had baked, special clay cookies for the children or some of her craft or handwork to share, or fused by one of the pupils. There never seemed to be an activity that Helen could not handle.

At Christmas our school held a bazaar for neighbours and parents. How thrilled we were with Helen's talent. In her "spare time" she would manage to create many articles, hats, mitts, sweaters, crewel, or cross stitch, that certainly helped to increase our bazaar sales.

Let me add, that Helen has a very large family, husband, daughters, grand-children and recently a great grandchild that she is equally involved with. She makes time for everyone and each one has a special spot in her life.

When the school I was teaching in closed, and I moved to a school in the inner city, Helen moved right along with us. Soon she was a regular in the classroom at least three days each week. As part of our program we teach life skills. Helen soon became our major cooking instructor. She helps the children with basic kitchen skills, preparation of a travelling tea wagon for teachers and regular cooking of treats. She has become the number one person the staff relies on when teacher luncheons are planned, staff dinners are

cooked or parents are all coming to celebrate an activity at the school.

Helen's talents just go on and on. She volunteers to do many large food preparations at her own home. Whatever the occasion, Helen is always there to pitch in and help. Many of her freely given hours, are behind the scenes and very quietly done.

Whenever she and her husband go away on vacation she takes the time to send a postcard not only to me, but also to every child in the class and to mention on every card something that is special just for them. If her holiday is lengthy, she will send cards several times and each time every single pupil receives one.

Several years ago the lunchroom supervisor was unable to work and Helen volunteered to fill in. After several weeks it became apparent that since Helen handled the children so well, and the position needed to be filled, that she would be the ideal person. After some urging by the principal, myself and other teachers, Helen became the lunchroom supervisor for the special needs children.

Helen has been doing this two hour lunchroom assignment for several years now. However, none of her other volunteer time has changed. She still makes herself available to go on all our class trips. She still stays one afternoon each week to help with our cooking program. She comes early in the mornings

when we have a pie sale to raise extra money for special classroom needs. For Thanksgiving she was there early Friday morning to make 7 apple pies and 13 plant pie shells that staff members were delighted to buy just to save time for themselves. After all this Helen went home to prepare dinner for 13 people. None of her pies were made at school.

Helen always has time to listen to every child. She finds out what is special and important to each child. She never forgets any of their birthdays. A card and a gift always appear on the proper day. Special surprises are tucked in beside a lunchpail. For some pupils with limited lunches, Helen always adds a juice box with extra crackers, cookies or muffin. The child's reward for Helen is the special smile and just knowing that he had a nourishing lunch.

For the hard to handle kids, Helen has a special way of finding out their likes. Soon the boy who loves sports cars will have his own sports car magazine, hockey or baseball cards appear for the card collectors and the girls may have extra hand made Barbie dresses.

Some of our children are not well or warmly clothed. Helen will slip a new Tee shirt into a locker. She buys shoes or outfits to be used when someone comes underclothed. She just happens to find an extra sweater, or handily man

coat we can use for pupils on cold winter days. Last fall she knit extra hats, mitts and scarves to be kept at school so each pupil would be warm at recess and noon hours.

Last winter when Helen was in Florida she saw a novel way to paint tee shirts. Not only did she buy the paints but also a shirt for each pupil to have. What a hit that was!

This year when we had a western theme Helen made patterns, cut out and sewed vests and scarves for each "cowboy".

She always has her eyes open for ideas suitable for our children to do. She brings in books and magazines for me to use in theme and craft projects. She clips out easy recipes the pupils can use. She makes our class treats when least expected.

For all of these kindnesses we love her. She has a heart of gold. She is warm and giving to students and adults alike. She takes time to listen. She seems to have more hours in one day than most of us have in a week.

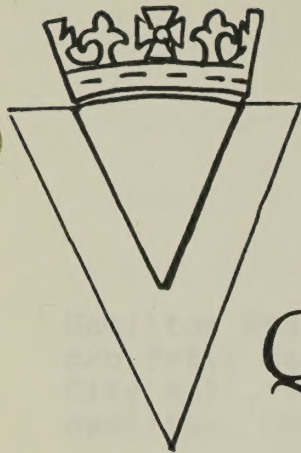
Over the years we have become good friends. She is the kind of a friend who has a pie for your table when times are blue; a smile or wise words to put things back on an even keel. She never complains. She never breaks a confidence; and she

is always there for her family, her
friends, staff members and most
especially for all those children who
she shares her life and love with

We love her dearly. She is
most deserving to be named
Woman of the Year
Helen Hubbard

Respectfully submitted.

Sandra Nelson
Special Ed. Teacher
Queen Victoria School



Queen Victoria

201 Walnut Street South
Hamilton, Ontario
L8N 2M2
Telephone 522-9347

1991 11 06

To Whom It May Concern:

Helen Hubard has been a volunteer at Queen Victoria School for the last four years. She volunteers with our developmentally delayed youngsters.

Helen takes them on trips to the store. She cooks with them. She writes them letters.

Helen makes every child feel special.

Helen would be most deserving of an award.

Yours truly,

Marjorie Randall,
Principal.



Queen Victoria

The Queen Victoria
Museum, London
The Queen Victoria
Museum, London

London, England
The Queen Victoria
Museum, London

to know it is the Queen
Victoria Museum, London
The Queen Victoria
Museum, London

with the Queen Victoria
Museum, London

to know it is the Queen
Victoria Museum, London

The Queen Victoria
Museum, London

The Queen Victoria
Museum, London

d
16 Duncombe Drive,
Hamilton, Ont., L9A 2E8
23 October 1991.

Hamilton Status of Women Sub-Committee,
c/o Betty Carter,
City Hall, 71 Main Street West,
Hamilton, Ontario, L8N 3T4.

Dear Ms. Carter:

I would like to nominate Mrs. Carol Jarvis for the upcoming Women of the Year Awards.

Carol is a Registered Nurse with the Hamilton District Office of the Easter Seal Society. We have known her for approximately 10 years. As an Easter Seal Nurse, Carol is responsible for many functions. She works closely with disabled children and their families informing them of the support networks available to them. She assists in the organization of summer camp, the Easter Seal Telethon and works with various Service Clubs. Although all of this is part of her "job description", to know Carol is to realize that she gives so much more of herself.

Carol is a quiet participant at every function organized. She is always in the background watching and enjoying the children enjoy themselves. She attends each session of the summer camp (there are 4 sessions), a Sunday afternoon Christmas Party, an afternoon luncheon, countless hours before, during and after the Telethon and an evening at a banquet, just to name a few. During these various functions, I have never seen her in the limelight. I have never seen her given the recognition she deserves.

Although we do not see Carol on a regular basis, we know that she is only a phone call away should we need her help. I'm sure there are others who feel that Carol has touched their lives in the special way she has touched ours.

By nominating Carol, it is our way of giving her the thanks and the recognition she so rightfully deserves. I feel that Carol Jarvis would be an asset and an inspiration to the standards set for the Women of the Year Awards.

Thank you for your consideration.

Sincerely yours,

Isabel Miller

Isabel Miller (Mrs.) and family.

NOMINATION FORM
MAILED TO ISABEL
MILLER OCT. 24th/91

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: women in community service

Nominee's Full Name: Gwen Lee

Company/Organization _____

Address: Residence: 120 Strathcona Business: _____
Gardens AVE North

City: Hamilton City: _____

Postal Code: L8R 3T5 Postal Code: _____

Telephone: Residence 528 2760 Business: _____

Other: Contact # _____

Nominated by: Melany Lee

(organization and contact person)

Address: 55 Everest Street

Telephone: 575 0830

Residence

Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Melany Lee

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography. *I have already previously sent this information.*
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

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City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

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Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

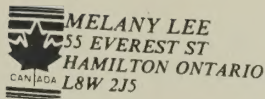
6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)



October 21, 1991

To the Hamilton Status of Women Sub-Committee:

My name is Melany Lee and I am the granddaughter of Gwen Lee. I would like to nominate my grandmother for the Woman Of The Year Award. She has outstanding achievements and contributions to the community in several of the categories needed to receive The Woman Of The Year Award.

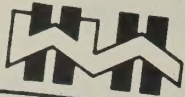
Gwen Lee is not only involved in her community but also an active member within her own place of residence. She is the President of the Tennis Association and plans several trips to arouse interest and involvement within the senior citizens in Strathcona Gardens. She is the past Chairperson of the Seniors Council and participated with the Feasibility and Steering Committee for the new Seniors Centre located at Upper Wentworth and Mohawk. Gwen Lee is also a member of the Hamilton-Wentworth Task Force for Affordable Housing. On Wednesday, October 23, 1991, my grandmother received an award for her outstanding involvement with the Canadian Cancer Society.

Her strong convictions and belief in what she is doing has made her an important facet to the community of the Hamilton-Wentworth Region. She feels that through her involvement in society she is just giving back to the community for all the enjoyment and pleasure it has given to her. She is an exceptional woman and is a role model for me and her other grandchildren.

Sincerely,

Melany K. Lee

Melany Lee.



Hamilton-Wentworth Housing Authority
Commission de logement de Hamilton-Wentworth

2 King Street West, Plaza Level, Jackson Square
P.O. Box 2500, Station 'A', Hamilton, Ontario L8N 4E5
Telephone (416) 521-7399 Fax (416) 521-7713

MRS. MARION BRYNER
Community Relations Worker

21 Hunter Street East L8N 1M2
Telephone (416) 521-7425

2 King St. W.,
Plaza Level, Jackson Square
P.O. Box 2500
Station "A"
Hamilton, Ont
L8N 4E5

Dear Sus,

In my capacity as a Community Relations Worker for The Hamilton Wentworth Housing Authority I have known Mrs Gwen Lee for approximately 13 years.

In that time I have been most impressed by her tireless efforts to improve the quality of life for both her fellow tenants and all senior citizens in our community.

In her role as President of the Strathcona Garden's Tenants' Association she has been largely responsible for a variety of social and recreational programs.

The Association that she heads has been one of the most active and innovative of all our Tenants' Committees. As well as the planning of trips, Bingo games, card parties and dancing, Mrs Lee has also been responsible for arranging a grocery bus to take other tenants shopping. She has also served on the committee which published a tenant's newspaper. Our staff have frequently consulted her for advice on the many problems that our senior tenants are facing.

In our community I know that she has served on the Hamilton Seniors' Council, the Taskforce for Affordable Housing and the United Senior Citizens among many other groups.

I would strongly support any acknowledgement of her efforts that can be given to her.

by your organization. She is
a most worthy candidate

Yours truly
Marion Byner

Community Relations
Worker.

Senior centre proposal put on hold

By David Bear
Staff Writer

Hamilton seniors who have long awaited a community centre received a blow when approval for one was stalled in favor of a public meeting.

Members of the parks and recreation committee last week voted 5-1 in favor of holding a public meeting for Hill Park residents to address their concerns about a proposed centre being constructed in the park.

More than 100 people, many of them seniors, crowded into the parks and recreation meeting hoping for approval for the proposal.

The committee decision was ill-received by the audience, many of whom called the deci-

sion "political stalling."

"It's a political shaft," said Gwen Lee, chairperson of the seniors council. "I think it's going to cause a delay. There is no need to have this tabled. It's just going to create a delay and costs will go up."

During the meeting three members of the seniors centre steering committee made presentations that were greeted with applause.

Points

Some of the points they made included:

■ "It is discriminatory to refuse any segment of the population the type of recreation suited to their needs," said Eva Tasker.

■ "We don't want anyone to take care of us, all we want is a place to take care of ourselves," said Ozzie Ferguson.

■ "What we have to realize is some of the older seniors can't play tennis or racquetball, this is our recreation. Some people don't agree with the location but we just have to think about the seniors," said Mr. Lee.

While parks and recreation committee members all voiced support for a seniors centre,

some expressed concern over a lack of community input.

Residents in the Hill Park neighborhood are entitled to a

public meeting and the community park users are entitled to have some input," said Alderman John Gallagher.

But Alderman Brian Hinkley, chairman of the seniors steering committee and the lone opponent to the motion, urged the parks and recreation committee not to support the motion.

Behind schedule

The Ward 3 alderman said the public has already had a chance to speak. And the centre is already behind schedule.

"We have facilitated the neighborhood. This report should have been here on May 22, it's way behind schedule," he said.

The motion followed a presentation on the feasibility of the Sackville Park site from Michael Kelly of the Institute of Environmental Research.

Mr. Kelly said the only site options available to the city were: the purchase of private land at \$1 million an acre, expropriation of houses, or the use of public land.

The report calls for a 2,250-sq. metre (25,000-sq. feet) building to be built on a nearly 1-hectare (2-acre) site in the southeast corner of the park.

Charter bus service helps seniors shop

When 76-year-old Gwen Lee got fed up having to take two buses to the grocery store and lug her purchases home to her seniors' apartment, she decided to do something about it.

She contacted Ward 1 Alderman Mary Kiss, who contacted Fortinos Supermarkets. The result is a new bi-weekly charter bus service - funded by Fortinos - to take seniors from the Hamilton Housing Authority seniors' residence at 120 Strathcona St. N. to Fortinos' Dundurn Avenue store.

When the service began last month, Lee said she had a list of 40 people in the 259-unit building who wanted to use the service. She said many of them have health problems such as arthritis which make shopping especially difficult.

"We have tried to have this kind of arrangement with other stores and organizations in the past, but it always fizzled out," Lee said. "We didn't want it to fall apart again, so we thought of Fortinos because it's been good to a lot of people and it's definitely a stable group."

Andy McLaughlin, transit technologist with the Hamilton Street railway, said Fortinos made arrangements to charter a bus every second Wednesday. The bus picks up the seniors up at 120 Strathcona and takes them to the Dundurn store, where it waits while the seniors complete their shopping before returning them to their apartment.

"We think this is a very good idea, providing a needed service," said McLaughlin. "But somebody's got to foot the bill, and that's where Fortinos' involvement is really crucial."

Fortinos spokesman John Thiessen said the company is happy to help. "We've always taken pride in our involvement in the community. This gives us a chance to really show how much we care."

Kiss said she has received a number of calls from seniors in the ward asking for help with transportation.

"I knew there was such a great need for something like this, and when Mrs. Lee contacted me, I immediately contacted Fortinos," she said. "We had a number of meetings with Fortinos and the HSR, and this is what we came up with."

She said Fortinos will provide its regular carry-out service to the bus, and she hopes to have students from Ainsley Wood Secondary School on the other end helping unload them from the bus into the seniors building.

TODAYS SENIOR JUNE 1990

Aldermen would do well to listen to the concerns of seniors

RE: 'Our seniors well off, councillor contends' (Feb. 12).

I have had numerous phone calls with regard to Alderman Murray's remarks that there are very few poor seniors in Hamilton.

I suggest Tom Murray is like the ostrich with this head buried in the sand. He obviously glorifies in his friends who are able to winter in Florida and they, like him, have probably never used the bus or waited at a bus stop in the cold or heat, and it is clear he cannot relate to the majority of seniors who live on a fixed income. He has also forgotten some of our ethnic se-

niors who certainly do not winter in Florida.

Gwen Lee, president of the Senior Citizens Council of Hamilton, represents seniors in this city and is well-voiced on the conditions of the lives of seniors here. Aldermen would do well to listen to her concerns, and seniors support her.

Is it the city father's intention to further narrow the lives of seniors by cutting bus routes and DARTS and increasing fares? This after we have been motivating seniors for years not to isolate themselves and to remain active and involved in the community. The

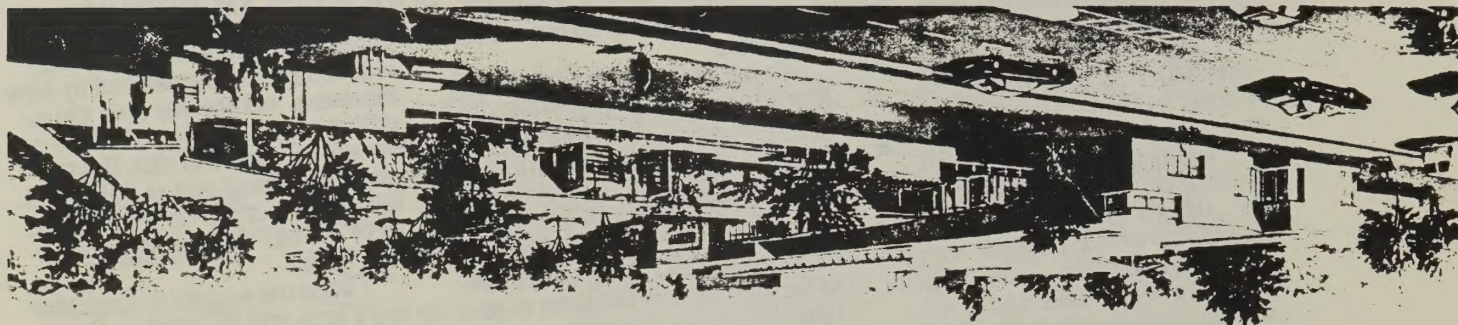
number of volunteers in this city will be drastically reduced by fare increases and service cuts. Councillors play lip service to seniors; we are all aware of this. But the ever-increasing cost of living and the cuts in our services will force us to use our votes wisely at election time.

I hope the seniors in Tom Murray's area will remember. Only then will we learn who of us is in Florida.

Win Lipman,
President,
Senior Peer Counselling,
Hamilton.

SPECTATOR FEB 7 1991

**OFFICIAL GROUND BREAKING CEREMONY
SACKVILLE HILL SENIORS RECREATION CENTRE
OCTOBER 24, 1991**



*Corporation Of The City Of Hamilton
OFFICIAL GROUND BREAKING CEREMONY
THE SACKVILLE HILL SENIORS RECREATION CENTRE*

P R O G R A M M E

Welcome Of The Official Party

Greetings: Mayor Robert M. Morrow

Acknowledgements: Gwen Lee For The Hamilton Seniors Council

"The Impossible Dream", From: Tom Trouten - Hamilton Theatre Inc.

Remarks: Alderman Tom Murray - Chairman, Parks & Recreation Committee

Acknowledgements: Alderman Brian Hinkley - Seniors Sub-Committee

Recognition: Mrs. May Hoyle Of The Sackville Hill Family

*Presentation Of Ceremonial Ground Breaking *By The Contractor*

"Amazing Grace", Doug Wickham - Argyll Sutherland Highlands

Souvenirs Turf-Tuffs And Light Refreshments From Tim Horton's

YOUR OFFICIAL PARTY

- o Mayor Robert Morrow*
- o Alderman Henry Merling*
- o Alderman Brian Hinkley*
- o Gwen Lee*
- o Lou Sage
- o Robert Sugden
- o Architect: Richard Butterworth

- o Alderman Tom Murray*
- o Alderman John Gallagher*
- o Alderman Tom Jackson*
- o May Hoyle*
- o Dan Vyce
- o Joe Pavelka
- o Contractor: John Demik

Members Of Council

A Multi-Use Seniors Centre, "Well Located" And "Proudly Situated" Featuring:

- | | |
|--------------------------------|-----------------------|
| * Main Hall | * Lounge |
| * T.V. Room | * Multi-Purpose Gym |
| * Restaurant | * Patio |
| * Fitness Room | * Gardens |
| * Games Room | * Referral Centre |
| * Craft Rooms | * General Rooms |
| * Workshop | * Administration Area |
| * Parking And Bus Route Access | |

Construction October 1991 - August 1992

INFORMATION AND PROGRAM LINE

CALL 546-4663

Program Meetings Held January To August 1992

Your Department Of Culture And Recreation



CANADIAN CANCER SOCIETY
ONTARIO DIVISION

expresses its sincere appreciation

to

Gwen Lee

for

10
years

of dedicated service
to the cause of cancer control.

To which this certificate
bears testimony

Murray MacRae
PRESIDENT

OCTOBER 23rd, 1991

DATE

ON GREENING YOUR WORLD....

July and August are probably the hardest months of all on our lawns. Hot, dry weather plays havoc with our attempts to keep turf areas green and healthy. You can make a big difference in the appearance and vitality of your lawn by following a few simple suggestions.

Suggestion #1: Use the W-WOW method of watering your grass--Water Well, Once Weekly! Soak your lawn area for a couple of hours, preferably in the morning once every week, if it doesn't rain. By following this procedure, you help your lawn build up a deep root system which assists the grass to remain green and vital during drought periods.

Suggestion #2: If you are one of the fortunate tenants who still has the enjoyment of mowing your lawn, set your mower to cut high about 2 1/2 to 3 inches. Grass cut too short (ie. under 2 1/2 inches) isn't able to manufacture what it needs to grow properly and out-compete weeds, insects etc.

So, to enjoy a happy, green lawn this summer, try mowing and watering as suggested and watch the difference you can make. Maybe you and I can't green up the whole world, but we can be responsible for our own little corner!

R. Hart



TIP OF THE HAT TO....

Congratulations to **Joan Wiley**, who was named **Volunteer of the Year for the City of Hamilton**. Joan, who lives at 120 Strathcona Ave. N., received the award for her outstanding work as the organizer of the food bank at Wesley Urban Ministries.

G. Lee

GROCERY BUS

Thanks to the co-operation of Fortinos Supermarket, and Ward One Alderman Mary Kiss, with Tenants Association President Gwen Lee, the tenants at 120 Strathcona Ave. N., now have the services of a bus to go grocery shopping every other Wednesday. Fortinos are paying for the bus, so it is free to the shoppers. Students at Ainsley Wood school carry the bags to the bus and into the apartment building. At the end of 12 months Fortinos will assess the project and decide if it will be expanded to include other seniors buildings.

NEWS FLASH

It's Here! **"New Directions for Single Parents"** -- A free guide to employment, training, upgrading, and much more! For your free copy call **521-9042** or drop in to The Co-operation Project at 77 Victoria Ave. S. (Mon. to Fri.)

Starting July 3, 1990 the **HWA Summer Recreation** Staff will be offering your children a fun-filled summer of daily activities. Watch for your summer program calendar of events!

LETTERS TO THE EDITOR

Dear Editor:

I've had my fill of neighbours abusing the system. What can you do when someone has an extra tenant with an income residing in their home, yet has not had them legally added to the lease?

Signed,
Frustrated Tenant

Dear Frustrated:

There will always be people who try to take advantage of "the system". Investigations into reports of boarders and undeclared income are often necessary. If you feel that you want to report someone, feel free to contact your Property Manager to find out what to do next. It can be very frustrating to see others who appear to be breaking the rules when you are abiding by them. However, sometimes things are not always as they appear. Often the neighbour has recieved permission for a temporary visitor, or is in the process of adding someone to the lease. Either way, by contacting the staff in charge of your area, you may at least feel you have gotten rid of the frustration you have.

Remember to send your Letters to the Editor to 2 King Street West Plaza Level, Jackson Square, P.O. Box 2500, Station "A", Hamilton, Ontario, L8N 4E5. Suggestions or articles for the Tenant Newsletter are always greatly appreciated!

For the Tenants of the Hamilton-Wentworth Housing Authority

NEIGHBOURHOOD VOICE

Volume 4

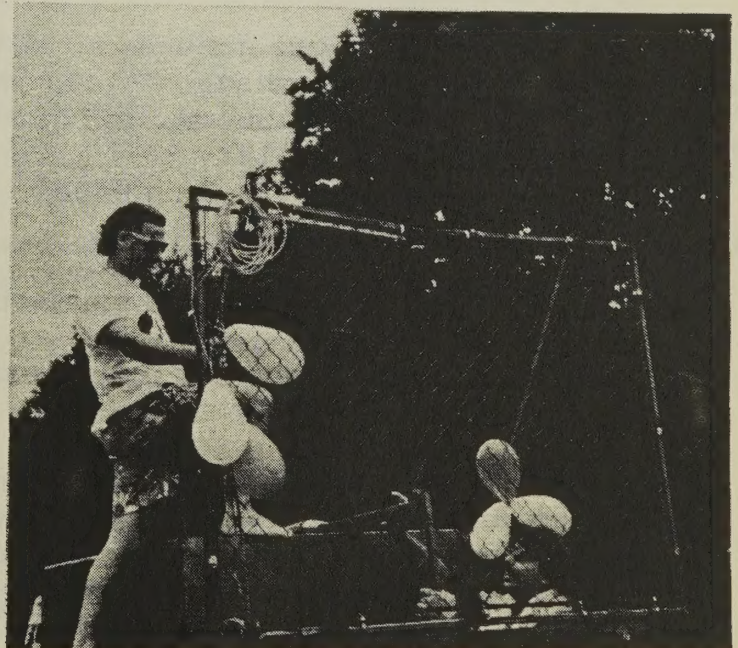
June 1990

FAMILY PICNIC DAY

The 2nd Annual Family Picnic Day was held on Sunday June 24, 1990 at Gage Park! There was a huge turn out of people who enjoyed the many activities such as face painting, a magic show, SPCA petting zoo, a barbecued lunch and many other events.



These smiling faces show how much fun the potato sac races were. Even some parents took part in the races and prizes were given out to all the winners!



HWA Resident Custodian **Harvey Watters** was the only one brave enough to sit in the dunk tank. The children managed to dunk poor Harvey in the **cold** water many times that day!

"BEAT THE HEAT"

Some suggestions for keeping cool....

- keep your blinds and windows closed during the day and open at night
- cook for two or three meals at a time and do it in the cool of the day like the early morning
- cut down on cooking by serving cool salads, raw vegetables and fruits
- wear loose cotton garments of a light colour as dark colours attract the sun
- limit your exposure to the sun and always remember to wear a hat if you are out in the sun for any length of time



WHAT' S COOKING?

SLIMMING CHEF'S SALAD

2 qts. mixed salad greens
1 lb. shredded cabbage
1/4 lb. fresh mushrooms, sliced
1/2 cup chopped celery
2 med. tomatoes, cut in wedges
1 med. cucumber, sliced
1 red onion, sliced
1/4 lb. cooked white turkey meat,
cut into strips
2 hard boiled eggs, cut into wedges
Low calorie dressing

In large bowl, mix all ingredients except salad dressing. Chill, before serving add salad dressing of your choice.
Makes 4 servings. 1 serving equals 172 calories.



DID YOU KNOW THAT....

....Many extremely serious bacterial diseases are contracted from pigeons. This is a very good reason to STOP FEEDING THEM. They make a mess of the balconies and are potential health hazards.

....To unplug drains: Place 2 tbsps. (30ml) of baking soda in the drain, then pour 2 tbsps. of vinegar into the drain. Pour a full kettle of boiling water down the drain. Place stopper in drain to contain bubbles. Repeat if necessary!



THE CORPORATION OF THE CITY OF HAMILTON

City Hall, 71 Main Street West, Hamilton, Ontario L8N 3T4

April 3, 1990

Ms. Gwen Lee
President of Seniors Council
#1418-120 Strathcona North
Hamilton, Ontario
L8R 3J5

Dear Ms. Lee,

On behalf of our staff, I would like to extend an invitation to you to attend the official Opening Ceremonies for the 1990 Seniors' Carousel Program, on June 11th at 1:00 p.m. Please also accept this as an invitation to be join in the Closing Ceremonies to be held on June 22nd at 1:00 p.m. Both events will take place at Lime Ridge Mall, "Sunken Gardens".

The Seniors' Carousel Program, sponsored by the City of Hamilton, will be held during Senior Citizens' Month, and include displays of art, and choir singing.

I know your presence would add much to both these events.

Yours very truly,

A handwritten signature in cursive script, likely belonging to Mr. R. Sugden.

Mr. R. Sugden
Director of Culture and Recreation
Culture and Recreation Department

RS/lz



CITY COUNCIL
HAMILTON, CANADA

Alderman Tom Jackson

71 MAIN STREET WEST L8N 3T4 • (416) 526-2730 • RES. (416) 383-3470 — WARD 6

29 May 1989.

Ms. Gwen Lee,
120 Strathcona Avenue North,
#1418,
HAMILTON, Ontario.
L8R 3J5.

Dear Gwen:

Congratulations on your re-election to the Senior Citizens Council of Hamilton. I am very pleased you allowed your name to stand for re-election because it is people like you, concerned citizens, who make our City the wonderful place it is to live in.

I look forward to working with each of you, especially through the Terms of Reference - Seniors Centre Committee, in order to see the fruition of a new Seniors Centre, hopefully to be built on the mountain by 1991.

In between meetings, if there is anything I can do, please do not hesitate to contact my office.

Once again, congratulations and have a great year on the Seniors Council. Thank you and,

Sincerely yours,

Tom Jackson,
Alderman, Ward 6.

TJ:njb

June 28, 1990

Ministry of Housing
10th Floor 777 Bay Street
Toronto, Ontario
M5G 2E5

Dear Sir/Madam:

I am writing to you in regards to the issue of the type of paint that is being used in Hamilton-Wentworth Housing Authority buildings.

As the President of our Tenant's Association I represent a large number of seniors who are concerned, for a number of reasons, with the type of paint being used in their apartments.

The most serious problem with the type of paint being used is that it has a very strong and lasting odour that seems to be affecting the health of the residents. Many of the seniors complain of headaches and nausea after their units have been painted.

Another concern that we have regarding the type of paint currently being used is that it does not seem to wear very well and cleaning it is difficult.

It is our request that the Ministry of Housing strongly consider approving the use of Latex Paint in Seniors Buildings. It is our understanding that Latex Paint would not cost any more than what you are paying now and most importantly it does not have the strong and lasting odour.

Thank-you for considering this request and we hope to hear from you soon regarding this matter!

Sincerely,

Gwen Lee

ROBERT M. MORROW
MAYOR



1991 February 5

Gwen Lee
#1418-120 Strathcona North
HAMILTON, Ontario
L8R 3J5

Dear Gwen:

You are cordially invited to attend the "1992 Ontario Senior Games Press Conference" to be held at City Hall, Council Chambers on Monday, February 11th at 12:30 p.m.

The Celebration will officially announce Hamilton as the Host for the '92 Games. Our guests will include the Honourable Peter North, Minister of Tourism & Recreation and Mr. Roy Hull, Chairman, Ontario Senior Games Committee.

All of us in Hamilton can feel proud that our City has been chosen to Host the Games. Senior Games Case Studies will be distributed highlighting the Games.

Join us for some refreshments and help share in the announcement of Actifest '92.

We look forward to seeing you there!

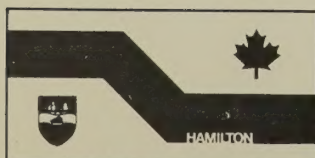
R.S.V.P. regrets only to Doreen Johnson at the Culture & Recreation Department at 546-4690.

Kindest Regards

BM

Bob Morrow
Mayor

*Note: It was a recommendation by me to the Mayor & Recreation committee and on to City Council that we should put in a bid to host the 1992 Ontario Senior Games.
Gwen Lee Pres. Senior Council of Hamilton*



City Hall,
71 Main Street West, Hamilton, Ontario, Canada L8N 3T4
Telephone: (416) 526-2790



CITY COUNCIL

Brian Hinkley Alderman Ward Three

71 Main Street West
Hamilton, Ontario
L8N 3T4

Tel: (416) 546-2730
Res: (416) 572-7500

1991 January 15

Mrs. Gwen Lee
1418 - 120 Strathcona Avenue North
HAMILTON, Ontario
L8R 3J5

Dear Gwen:

I am taking this opportunity on behalf of the Members of the Parks and Recreation Committee, Members of Council and the staff of the Culture and Recreation Department, to extend my sincere appreciation for your valued time, effort and participation in the Seniors' Feasibility Study.

The challenging task of preparing a Study was made easy with the combined effort of yourself and the other committee members. The most rewarding components for me, as the Chairman, was to see the Study come to fruition, the demonstration of support by the Seniors from across the City and the positive results - approval to building a Centre, something we have all worked long and hard for.

Thank you once again for your participation and we hope that we can rely on your support in the future.

Sincerely yours,

Alderman Brian Hinkley
Chairman, Seniors Feasibility Study

Centre Update:

Just to keep you updated on the status of the Centre, application has been made to Ontario Municipal Board procuring their approval to build. We have word they are reviewing our application and we can expect to hear the outcome within the next couple of weeks. Meanwhile, respective planning within City Hall is progressing well.

Finance & Administration
Committee
-Chairman

Keep Hamilton
Clean Committee
-Chairman

Seniors Centre
Feasibility Study
-Chairman

Harbour Task
Force
-Chairman

Handbill
Sub-Committee
-Chairman

Hamilton Municipal
Retirement Fund
-Chairman

Hamilton Seniors
Council
-Liaison

Parks & Recreation
Committee
-Member

Hamilton Non-Profit
Housing
-Member

Regional Engineering
Committee
-Member

Regional Economic
& Planning Committee
-Member

Chairman's Environmental
Advisory Committee
-Member

Hamilton-Wentworth
Children's Aid Society
-Member



Recycled Paper

SENIOR CITIZENS COUNCIL
FOR THE
CITY OF HAMILTON

EXECUTIVE COMMITTEE 1989

CHAIRMAN: GWEN LEE
1ST VICE: BERTA WALTON
2ND VICE: PETER OLYSCHLAEGER
CORR. SECRETARY: BETTY MACE
REC. SECRETARY: EVA TASKER
TREASURER: BELLA BREARLEY

| | | |
|--------------------|------------------------------------|----------|
| RONALD FAICHNEY | 245 EAST 14th ST. L9A 4B8 | 383-6765 |
| ANDREW KEITH | 895 UPPER GAGE # 53 L8V 4K7 | 389-9982 |
| BILL POWELL | 11 MELROSE AVE S., | 544-4343 |
| JAMES DICK | 142 PRINCETON DR. L8T 4B7 | 574-1745 |
| HARRY LONGSTAFF | 489 UPPER WELLINGTON | 383-3846 |
| PETER OLYSCHLAEGER | 88 CHATHAM AVE. L8P 2B4 | 528-2918 |
| OZZIE FERGUSON | 526-770 QUEENSTON RD L8G 1A6 | 573-9771 |
| JOE BOLEANTU | 1205-120 STRATHCONA N L8R 3J5 | 527-4707 |
| BETTY MACE | 18 EAST 21st ST L8V 2T2 | 383-3891 |
| BELLA BREARLEY | 666 MOHAWK RD. E.#511 L8V 2K3 | 385-9691 |
| MARILYNN THOMSON | 181 JACKSON ST W # 907 L8P 1L8 | 523-4874 |
| EVA TASKER | 33 FENNELL AVE E. #1012 L9A 1R6 | 383-9917 |
| GWEN LEE | 1418-120 STRATHCONA AVE N. L8R 3J5 | 528-2760 |
| BERTA WALTON | 53-895 UPPER GAGE AVE. L8V 4K7 | 388-0323 |
| FRANCISCA CRUZ | 6 SPARROW CRT. L9A 4Z7 | 575-7721 |
| ETHEL GREATHEAD | 603 UPPER WENTWORTH L9A 4V1 | 383-6924 |

| POPULATION | SENIORS | 1985. | TOTAL. | % |
|------------|---------|---------|--------|-----|
| LOWER CITY | 55-64 | 65+OVER | | |
| | 20,014 | 26,562 | 46,476 | 65% |
| MOUNTAIN | 13,576 | 11,992 | 25,568 | 35% |
| TOTAL | 33590 | 38,596 | 71,144 | |

Regional Macara & Wentworth Lodge
Homes for the Aged

SERVICES FOR THE ELDERLY ADVISORY COMMITTEE

MEMBERSHIP

Councillors

Councillor John Smith *Resigned 30 Sept 90*
Chairman

Councillor Bob Hodgson *CHAIRMAN*
City of Stoney Creek

Councillor Glen Etherington
Township of Glanbrook

Citizen Members

Mr. Ross Kirkconnell
51 Lambert Street
Hamilton, Ontario
L8V 4N6 388-3187

Mrs. Sidney Sandler
Res. #33
Box 2000, Station 'A'
Hamilton, Ontario
L8N 3Z5 575-0344

Mr. Arthur Watson
404 Mount Albion Road
Hamilton, Ontario
L8K 5T3 561-0636

Mrs. Donna Capper
4 Garrow Drive
Hamilton, Ontario
L9C 6G9 388-4494

Mr. Tyrone Childs
21-11 Glen Vista Drive
Hamilton, Ontario
L8K 6M7 561-4967

Mrs. Gwen Lee
1418-120 Strathcona North
Hamilton, Ontario
L8R 3J5 528-2760

FOR ACTION

3.

REPORT TO: Mr. R. C. Prowse
Secretary, Parks and Recreation Committee

FROM: Mr. Doug Farquhar,
Acting Director of Culture and Recreation

DATE: 1989 March 2

COMM FILE:

DEPT FILE: P&R-REC

SUBJECT: Terms of Reference Committee For Senior Citizens Centre
Feasibility Study

RECOMMENDATION:

- a) That the Terms of Reference Steering Committee for the consultants feasibility study to address the short, medium and long term needs for recreational services for senior citizens be comprised of the following:

Senior Citizens Council

Ozzie Ferguson

Eva Tasker

Gwen Lee

Parks and Recreation Committee

Alderman B. Hinkley

Alderman T. Jackson

Parks and Recreation Advisory Committee

Frank Hickey

Ken Phillips

John Byl

Ministry of Community & Social Services

Marianne Hiscott

Ministry of Tourism & Recreation

Pam Bullard

Hamilton-Wentworth Regional Planning Department

David Godley

Culture and Recreation Department

Carolyn Kovacs

Ed Beattie

Hamilton Public Library

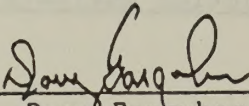
Beth Hovius

Mr. Bob Prowse, Secretary
Parks & Recreation Committee

1989, March 28

RECOMMENDATION CONT'D

- b) That this Steering Committee shall be responsible to the Parks and Recreation Committee through the Director of Culture and Recreation for:
- i) The development of the terms of reference for the feasibility study to be carried out by independent consultants; and,
 - ii) To oversee the feasibility study including:
 - Assist in selecting the consultant firm for the study.
 - Review and approve the format and content of public input.
 - Monitor the progress of the study relative to the terms of reference and timetable as agreed to by the consultant.
 - Review and comment on interim reports.
 - Receive and review the draft final report prior to presentation to the Parks and Recreation Committee and City Council.


Mr. Doug Farquhar, Acting
Director of Culture & Recreation

FINANCIAL IMPLICATIONS: (IF NONE, STATE N/A)

N/A

BACKGROUND:

1. The addition of the representative from the Library is recommended as the result of discussions relative mutual interest and need to explore increased services and facilities for seniors which may be accommodated through a joint use project(s).
2. As requested by the Committee, the Citizens Advisory Committee was polled to determine their representatives on this Steering Committee.

DF:mp



ONTARIO PUBLIC HEALTH ASSOCIATION
L'ASSOCIATION POUR LA SANTÉ PUBLIQUE DE L'ONTARIO

JAN - 2 1991

488 Queen St. East
Suite 202
Toronto, Ontario
M5A 1T7

Tel: (416) 367-3313
Fax: (416) 367-2844

HONOURARY PATRON

The Hon. Lincoln M. Alexander
Lieutenant Governor of Ontario

Facilitation of Input by
Senior Citizen Organizations into the
Long term Care Reform

CONSTITUENT SOCIETIES

Association of Nursing Directors
and Supervisors in Ontario Official
Health Agencies

Association of Ontario Home Care
Administrators

Association of Supervisory Public
Health Inspectors

Canadian Institute of Public
Health Inspectors (Ontario Branch)

Ontario Society of Nutritionists
in Public Health

Ontario Society of Public Health
Dentists

Registered Nurses Association of
Ontario

Re: Final Report

The Ontario Public Health Association is pleased to
provide for your information the enclosed Report.

It was a stimulating and worthwhile experience for OPHA
and all those involved; including presenters,
facilitators and participants.

We encourage you to read this Report and review both
the recommendations and the process by which seniors
concerns were recognized and recorded.

EXECUTIVE DIRECTOR

Peter R. Elson

Ontario Public Health Association

December, 1990

Charitable Registration
Number 0513598-11-13

Hamilton Representatives Gwen Lee Seniors Council of Hamilton
Win Lepman Senior Peer Counseling



ONTARIO PUBLIC HEALTH ASSOCIATION
L'ASSOCIATION POUR LA SANTÉ PUBLIQUE DE L'ONTARIO

**FACILITATION OF INPUT BY
SENIOR CITIZEN'S ORGANIZATIONS
INTO THE LONG-TERM CARE REFORM**

FINAL REPORT

**ONTARIO PUBLIC HEALTH ASSOCIATION
NOVEMBER 1990**

ACKNOWLEDGEMENTS

This Project was accomplished through the endeavours of many individuals and organizations.

We wish to thank the Ontario Ministry of Community and Social Services who funded the initiative and the Community Health and Support Services Division of the Ontario Ministry of Health who provided ongoing support and encouragement.

The Steering Committee members gave us invaluable guidance, many hours of their time and the support of their organizations. The Expert Review Panel shared their wisdom and insight with us through their analysis of the "Strategies for Change" document.

Elsie German, Project Co-ordinator, who maintained a tenacious hold on all the many details associated with the Project and emerged stimulated and buoyed by the enthusiasm and energy of the participating seniors.

We thank the agencies who co-sponsored the "Let's Talk Care" Meetings in Ontario. They were generous with their resources and contributed much energy and enthusiasm to ensure the success of these meetings. The keynote speakers are also acknowledged for their endeavours to clarify "Strategies for Change" for senior listeners.

We thank the many recipients of our "Fact Sheets" who distributed this information to a larger audience. And, in conclusion, we acknowledge the 417 senior citizens who attended these meetings. There can be no doubt that they were, and remain, vitally interested in the Long-Term Care Reform presently underway in Ontario.

Ontario Public Health Association
November, 1990

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EXECUTIVE SUMMARY

The grant for the project entitled "Facilitation of Input by Senior Citizen's Organizations into Long-Term Care Reform in Ontario" was awarded by the Ministry of Community and Social Services for the period of February 1, 1990, to January 31, 1991.

The goals of the project were to allow for a coordinated, organized, and collaborative response to be made by community organizations to the Long-Term Care Reform in Ontario. The objectives were as follows:

1. to facilitate community review of the Long-Term Care Reform;
2. to facilitate participation in the Long-Term Care consultation process by senior citizen's organizations throughout Ontario; and
3. to provide Government with public health perspectives on Long-Term Care Reform issues.

A Steering Committee guided the project. It was made up of representatives from eight organizations: United Senior Citizens of Ontario, the Ontario Coalition of Senior Citizens' Organizations, Hamilton Seniors' Council, Canadian Pensioners Concerned, At Home/Chez Nous, Seniors' Peer Counselling, the Older Womens' Network, and the Ontario Public Health Association (O.P.H.A.).

The action plan had several components: development and distribution of five plain-language Factsheets, which provided information about the Reform and the implications it had for senior citizens; assembly of an Expert Review Panel to analyze the document "Strategies for Change: Comprehensive Reform of Ontario's Long-Term Care Services" (1990); implementation of nine invitation-only consultation meetings for senior citizens called "Let's Talk Care"; briefing and liaison with public media; and participation in Government hearings.

Factsheets

These information bulletins were distributed to representatives of senior citizens' agencies and Public Health Departments every two months between March and November 1990. The first three issues focused on the principles guiding the reform process, and the final two contained comments on the Strategic Plan by the Expert Review Panel, specially assembled for this purpose.

Expert Review Panel

The Panel had seven members: Dr. Sheila Neysmith, Faculty of Social Work, University of Toronto; Dr. Dorothy Pringle, Dean of Nursing, University of Toronto; Leah Cohen, Co-ordinator, Gerontology Program, Ryerson Polytechnical Institute, Toronto; Dr. Joseph Tindale, Family Studies Department, University of Guelph; Martin Campbell, a lawyer in Toronto; Ralph Sutherland, Faculty of Administration, University of Ottawa; and Michele Harding, Public Policy and Resolutions Committee, O.P.H.A.

The Panel reviewed and analyzed the "Strategies for Change" document. They commended the Government on their initiative, and also had some criticism on the proposed strategies. Some of their comments were disseminated through the final two Factsheets. Their review and analysis was also submitted by O.P.H.A. to the Government as an independent report.

"Let's Talk Care" Meetings

Nine meetings were held in Dunnville, Hamilton, Kapuskasing, Napanee, Simcoe, Terrace Bay, Thunder Bay, Timmins, and Waterloo, from June to September 1990. Three of these were whole-day meetings, and the other six were half-day events. Decisions regarding duration and/or location of the meetings were made in collaboration with local co-sponsoring agencies, and their planning committees or boards.

Approximately 417 senior citizens attended the meetings. A total of 299 evaluations were received from the sessions for a response rate of 72%.

The goals of the meetings were as follows:

1. to inform senior citizens in an easy to understand fashion about the Long-Term Care Reform process currently underway;
2. to help them identify issues that were of concern to them or their organizations; and
3. to provide them with ways in which they could inform the Government of their views, and their needs, for long-term care.

Press releases were distributed prior to each meeting. Representatives from print media were in attendance at most of the meetings, and, in two instances, T.V. coverage was obtained as well.

Concerns/Issues Identified

When the concerns/issues identified by senior citizens at the nine "Let's Talk Care" Meetings were collated, it became apparent that, regardless of geographic area or urban/rural location, consistent needs emerged. They are prioritized and summarized as follows:

1. Information

o the need for plain language information about the reform which will answer these questions: what is it? how will it affect me? how can I continue to be a part of it? how many tax dollars allocated to the Reform will be used to establish the system, and how much will really go toward enhancing delivery of much needed services? how is O.H.I.P. involved?

o easy access to information about services in communities, through either a 1-800 number or other direct line, staffed by knowledgeable personnel.

2. Costs

o closely linked to the need for information, are many concerns about costs of services/user-fees, indexing, and assessment of income and assets; the effects of the Reform on existing tax structures and pensions; dwindling pensions due to inflation; and the fact that, in some instances, a senior citizen's income may be a resource for other family members.

3. Transportation

o if senior citizens are to maintain their independence they require accessible and affordable transit. Buses with easy entry points should be considered, together with wheel-chair accessible vans. Transit could be subsidized if necessary, and taxis or volunteer drivers recruited, with reimbursement and liability insurance included for the latter.

4. Community Support Services

o coordinated, accessible, personalized services are required that are flexible, tailored to needs, and not subject to strict criteria or "red tape" in order to be utilized. Costs of services could be on the basis of co-payment, but this needs to be equitable and fair. Personnel should be adequately trained and paid, minimum wage scales developed, certification provided and clear job outlines supplied. Personal contact is particularly important in rural areas;

o chronic care may inevitably be needed and should be accessible and available to everyone, regardless of ability to pay. Information to assist in choice of facility is required.

5. Home Maintenance Services

o the ability to live independently in communities, in one's own home, is closely linked to the need to access services such as grocery shopping, grass cutting, window-washing, etc. Reliable and accessible persons to assist seniors is imperative. Central registries for personnel can be maintained by churches, senior centres, or service clubs;

o standardized home modifications, where appropriate, are required by reliable and accessible persons. Senior citizens are reluctant to rely on family, friends, and neighbours, and are prepared to co-pay for such services.

6. Informal Caregivers

o there is recognition of the need to support caregivers: through respite on a sustained basis, provision of community support services, in-home training, reimbursement or compensation, tax-relief, and workplace initiatives such as flexi-time and benefits.

7. **Freedom of Choice**

o as consumers, senior citizens believe they have the right to choose the services they need, the facility they may have to be placed in, the type of drug treatments they are prescribed, and the right to challenge decisions implemented without their consent.

8. **Volunteers**

o recognition is needed for the contributions made by volunteers. They should be adequately screened and trained, and incentives (such as honorariums or tax relief for hours served) considered. Volunteering by males and young people also needs to be encouraged, as an alternative to the diminishing pool of female volunteers.

9. **Well Older People**

o health promotion is of prime importance in order to maintain health and wellness in senior citizens. In addition to accessible and affordable transit, leisure services and/or programs could be encouraged which inform, educate, recreate, and enhance socialization for the elderly. Single persons, particularly, require access to health promotion support initiatives.

10. **Drug Registry**

o a central computerized registry, which can be accessed by physicians, pharmacists, hospitals, etc., would be an asset. Prescriptions could thus be easily renewed or verified, and overuse of medication avoided.

Strategies to Inform the Government

Group discussions to identify ways in which to inform the Government, about concerns and issues identified, resulted in many useful suggestions being made. They included the development of press releases to local papers, radio and T.V.; direct communication with M.P.P.'s, well established seniors' organizations in Ontario, and Labour Councils; and the development of briefs to the Government.

"Let's Talk Care" Meeting Evaluations

Evaluation results indicated that 44% of respondents were somewhat informed about the Reform. Approximately 80% thought the Reform would contribute toward their ability to live independently in their communities; and 94% felt that they were able to identify long-term care issues of concern to them, or their families, friends, and neighbours.

Government Hearings

Participation in Government hearings has not occurred to date, due to the recent change in Provincial leadership, and postponement in the legislative process until 1991.

Achievement of Project Objectives

Attendance at meetings, and results of discussions and evaluations, clearly indicated that the first two objectives of the project were achieved. This was no doubt facilitated through the model developed by O.P.H.A., which incorporated senior citizens into the planning and delivery process: co-sponsoring organizations were primarily seniors' agencies, e.g., Seniors' Outreach Services and Seniors' Councils; and senior citizens were also involved as moderators, group facilitators, recorders, and media liaison persons.

The third objective, to provide the Government with public health perspectives on Long-Term Care Reform issues, has been achieved through (1) completion of the Project, and (2) delivery of the Final Report to the Government.

Recommendations

As a result of input received from (1) correspondence in connection with Factsheets, (2) comments from small group discussions at consultation meetings, and (3) evaluations completed at these meetings, it was apparent that plain-language information on the Reform is required for senior consumers.

In addition, there is clear evidence that senior citizens are both interested in, and concerned about, long-term care reform in Ontario. They attended the "Let's Talk Care" meetings despite heavy rain in Napanee, snow in Timmins, up to three hours of travel in Terrace Bay, and notwithstanding 33 C weather in Dunnville and Simcoe.

Consequently Area Managers may need to recognize the following:

1. plain-language information is required by senior citizens on the Long-Term Care Reform. Information obtained from the meetings indicate that non-traditional channels, such as church bulletins, could be utilized for information dissemination purposes; and

2. the model used by O.P.H.A. clearly demonstrated that senior citizens were able to identify and respond effectively to long-term care concerns when they were involved in the process. Their contribution to on-going planning could thus be enhanced if they are allowed to express their views within a supportive environment, such as that provided by their cohorts.

1.0 PROJECT OVERVIEW

Funding for the project was received by the end of January 1990. It covers the period from February 1, 1990, to January 31, 1991.

1.1 Goals and Objectives

GOALS:

to allow for a coordinated, organized, and collaborative response to be made by community organizations to the Long Term Care Reform in Ontario.

OBJECTIVES:

1. to facilitate community review of the Long Term Care Reform;
2. to facilitate participation in the Long Term Care consultation process by senior citizen's organizations throughout Ontario; and
3. to provide Government with public health perspectives on Long Term Care Reform issues.

1.2 Steering Committee

The Steering Committee for the project was made up of representatives of eight organizations: United Senior Citizens of Ontario, the Ontario Coalition of Senior Citizens' Organizations, Hamilton Seniors' Council, Canadian Pensions Concerned, At Home/Chez Nous, Seniors' Peer Counselling, the Older Womens Network, and the Ontario Public Health Association.

Nine monthly meetings were held. Committee members guided the process of the project: they identified topics to be addressed in the Factsheets and provided editorial comments; identified contact persons and areas in which the Regional meetings were held; and informed their membership about the Long Term Care Reform. Minutes are available for all meetings to date.

1.3 Action Plan

The action plan had several components: development and distribution of Factsheets, assembly of an Expert Review Panel to analyze the document "Strategies for Change", implementation of six long-term care meetings, called "Let's Talk Care", liaison with public media, and participation in Government hearings. A brief description will follow for each.

1.3.1 Factsheets

Five Factsheets were distributed to representatives of senior citizens agencies and Public Health Departments every two months, from March to November 1990. The content of the first three Factsheet related to principles guiding reform of long-term care in Ontario. The Steering Committee believed it preferable to discuss principles related to the ability of senior citizens to continue to live independently in their community, in keeping with the goals and objectives of the project.

Thus, issues addressed in the first three Factsheets focused on community support programs and the needs of informal caregivers. Readers were encouraged to respond to topics addressed, and every effort was made to incorporate their comments into subsequent Factsheets.

The final two Factsheets contained summary comments on the Strategic Plan by the Expert Review Panel, specially assembled for this purpose.

1.3.2 Expert Review Panel

The Expert Review Panel was assembled by Michele Harding, from the Public Policy and Resolutions Committee of O.P.H.A.

The Expert Panel reviewed and analysed the document "Strategies for Change: Comprehensive Reform of Ontario's Long-Term Care Services". Some of their comments were disseminated through the fourth and fifth Factsheets. Their review and analysis will also be contained in an independent report to be submitted by O.P.H.A. to the Government.

1.3.3 "Let's Talk Care" Meetings

Nine meetings were held in six districts of Ontario. Three of these were whole-day meetings, and the other six were half-day events. Decisions regarding the duration and/or location of meetings were made in collaboration with local co-sponsoring agencies, and their planning committees or boards. Liaison with public media occurred at this time.

Evaluations were held following each meeting. Informal debriefings with local planning committees also occurred. As a result, some refinements took place in each subsequent meeting. For example, it became apparent at the afternoon half-day meeting in Dunnville, which followed a morning meeting in Simcoe on the same day, that the afternoon was not as suitable a time as the morning. Many participants were drowsy and attention spans were somewhat lessened. Consequently, subsequent half-day meetings were held in the morning.

If whole-day meetings and half-day meetings could be compared, the former clearly allowed for a more thorough discussion of care needs and strategies to meet concerns and issues identified earlier through small-group discussions. These discussions, which were led by senior citizens, resulted in excellent participation/interaction by all those present.

Many co-sponsors were involved in expenses, over and above the support provided by the project. Meeting expenses were related to postage, telephone, provision of lunches for whole-day meetings, and transportation reimbursement for many participants, particularly in Terrace Bay and Napanee.

A brief description will now follow on the location, date, co-sponsors, speakers and attendance at each of the "Let's Talk Care" Meetings held between June and September. Please also refer to Table 1 on page 5.

Waterloo District, June 6, 1990

The Seniors' Advisory Council of the City of Waterloo was the co-sponsoring organization. They were assisted by the Director of the Seniors' Division of the City of Waterloo.

Approximately 64 participants attended. The keynote speaker for the event was Dr. Joseph Tindale, from Family Studies Department, University of Guelph. Dr. Tindale was also a member of the Expert Advisory Panel. The meeting was a whole-day event, taking place from 9:30 a.m. until 3:30 p.m.

Hamilton-Wentworth District, June 28, 1990

The Seniors Council of the City of Hamilton was the co-sponsoring organization. They were assisted by the Coordinator of the Main-Hess Senior Centre.

Approximately 50 participants attended the meeting. The keynote speaker was Norma Walsh, Director of Social Planning and Research, of the Regional Municipality of Hamilton-Wentworth. The meeting was a whole-day event, taking place from 9:00 a.m. until 3:30 p.m.

Haldimand-Norfolk District, July 11, 1990

Two half-day meetings were held on the same day. Seniors Outreach Services co-sponsored the morning meeting in Simcoe, which ran from 8:30 a.m. until noon. Simcoe Meals on Wheels Plus co-sponsored the afternoon meeting in Dunnville, from 1:30 until 4:00 p.m. Both organizations are satellite agencies of Haldimand-Norfolk Community Support.

Approximately 50 senior citizens attended the morning meeting and approximately 54 attended the afternoon meeting. The keynote speaker at both events was Dr. Joseph Tindale, from Family Studies Department of the University of Guelph.

Lennox & Addington District, August 13, 1990

Seniors' Outreach Services and Land O'Lakes Community Services co-sponsored the meeting. It was a whole-day event, held from 9:00 a.m. until 3:00 p.m. and attended by approximately 62 senior citizens. The keynote speaker was Carol Kushner, a Social Policy Consultant from Toronto.

Thunder Bay District, September 18 & 19, 1990

Two half-day meetings were held in Thunder Bay and Terrace Bay. They were co-sponsored by the Council on Positive Aging (C.O.P.A.), and both occurred in the morning from 9:00 a.m. until noon. The keynote speaker for the two meetings was Ruth Cunningham, a professional-help service consultant from Thunder Bay. Approximately 56 senior citizens attended the Thunder Bay meeting, and approximately 37 attended the Terrace Bay event.

Cochrane District, September 24 & 25, 1990

Two half-day meetings were held in Timmins and Kapuskasing. They were sponsored by St. Mary's General Hospital and the Porcupine Health Unit in Timmins. They were both held in the morning from 9:00 a.m. until noon. Approximately 30 senior citizens attended the Timmins meeting, and approximately 20 were at the Kapuskasing meeting. The keynote speakers were physicians with geriatric practices. Dr. Edlin Smith spoke to participants in Timmins, and Dr. Ng Fook to the seniors in Kapuskasing.

TABLE 1

DISTRICTS, LOCATIONS, DATES AND DURATION
OF "LET'S TALK CARE" MEETINGS IN ONTARIO

The districts, locations, and dates of the nine "Let's Talk Meetings" in Ontario are summarized below.

| District | Location | Date | Duration |
|--|----------------------------|--|----------------------|
| Cochrane
(N.E. Ont.) | Timmins
Kapuskasing | September 24, 1990
September 25, 1990 | half-day
half-day |
| Haldimand-
Norfolk
(Cntrl.W.Ont.) | Dunnville
Simcoe | July 11, 1990
July 11, 1990 | half-day
half-day |
| Hamilton-
Wentworth
(Cntrl.W.Ont.) | Hamilton | June 28, 1990 | whole-day |
| Lennox &
Addington
(Estrn. Ont.) | Napanee | August 13, 1990 | whole-day |
| Thunder Bay
(N.W. Ont.) | Thunder Bay
Terrace Bay | September 18, 1990
September 19, 1990 | half-day
half-day |
| Waterloo
(Cntrl.W.Ont.) | Waterloo | June 6, 1990 | whole-day |

1.3.4 Government Hearings

Participation in Government hearings has not occurred to date due to the recent change in Provincial Government leadership, and postponement in legislating the Long-Term Care Reform in Parliament until 1991.

2.0 RESULTS - "LET'S TALK CARE" MEETINGS

Three whole-day meetings were held in Waterloo, Hamilton, and Napanee, and six half-day meetings in Dunnville, Simcoe, Thunder Bay, Terrace Bay, Timmins and Kapuskasing.

Information obtained from each of the nine meetings will be presented by category of whole-day and half-day meetings. Following this, all information will be collated and summarized.

2.1 Whole-day meetings

The Agenda for the three whole-day meetings included the following:

- o Keynote speaker -
implications of long-term care reform
- o Response to speaker by senior citizen
- o Small group discussion -
"What does the Reform mean to me, my family, friends and neighbours",
and presentation of key concerns/issues
identified by group spokespersons
- o Small group discussion -
identification of strategies to address
concerns/issues previously reported,
and presentation of key strategies by
group spokespersons
- o Project Coordinator -
"How to inform the Government on your
views about the Long-Term Care Reform"
- o Small group discussion -
identification of strategies on "How to
inform.....", and presentation of key
strategies by group spokespersons

Group discussion occurred in response to two questions: "What does the Reform mean to me, my family, friends, and neighbours?" and "What strategies can be identified to address these issues/concerns?". The concerns identified at each meeting are briefly outlined below, and are followed by strategies identified to address the concerns.

Results of group discussion in response to the final question, regarding identification of ways in which the Government could be informed about concerns/issues, will not be presented for each meeting. The information was, for the most part, similar at all nine meetings, and will be described instead in the summary comments at the conclusion of this section.

2.1.1 Waterloo

Seven concerns were identified by senior citizens at the Waterloo meeting, together with suggested strategies to address the concerns.

1. **Concern: Urban services.** The need to determine types of services needed, methods of service delivery, levels of service provision, and eligibility criteria.

Strategies: Provide care in a flexible way, not just from 9:00 a.m. until 5:00 p.m., and recognize that night services are required as well. Services need to be (a) "tailored" to meet individual needs, (b) require fewer eligibility criteria, (c) be available regardless of age, and (d) be provided on "short notice" if needed by professional or trained non-professional personnel. Home maintenance services for minor repairs are also necessary.

2. **Concern: Rural services.** Personal contact is required, and services such as transportation, snow removal, nursing services, meals-on-wheels, and homemaking are needed.

Strategies: Use buddy-system/phone contact and emergency response systems to ensure personal contact is maintained. Mail carriers, senior centres and clubs can also be involved. A central telephone number to access services is necessary, and advocacy is required.

3. **Concern: Information systems.** S.A.O.'s and the Reform should be described in a way that is easily understood; there is a need to know what services are available, how much they cost, and how they can be accessed. These systems also need to be personalized.

Strategies: Information access numbers should be on the first page of the telephone book; use T.V., radio, doctor's offices, senior centres, ministers, priests and other faith groups to disseminate information. Provide plain language information on the Reform through suggested channels.

4. **Concern: Volunteers.** The long-term care system is dependent on volunteers for provision of services. Agencies need to clarify what is expected of volunteers, and provide incentives.

Strategies. Agencies should screen volunteers, ensure training is provided, and recognize their contributions. Volunteers from alternate non-traditional sources should be sought, since the traditional pool of volunteers, i.e., women, is diminishing.

5. **Concern: Informal Caregivers.** Clarification is needed for (a) the extent of services they can reasonably be expected to provide, and (b) availability of support systems for them. Incentives are required that recognize their contribution to "the system".

Strategies: Provide paid relief for caregivers, and ensure respite services are available, either in the home or through day-care and/or temporary institutional care. Information on all appropriate programs/services is required, and "flex-time" for employed caregivers should be recognized; males, as caregivers, should be encouraged.

6. **Concern: Funding of Services.** How will services be funded, and escalating costs and bureaucracy controlled? For example, will establishment of S.A.O.'s absorb funding needed for service provision? Method of assessment for services, the overall affect of the Reform on pensions, and the potential for increases in taxes require clarification.

Strategies: Provide personal assessments rather than blanket assessments; structure user-fees and establish standards; use previous year's income tax returns for assessment purposes; and provide guidelines to industry, businesses, and faith groups.

7. **Concern: Case Management.** There is a need to respect the right of consumer choice within the bureaucratic structure, and to identify how the system can best meet consumer needs.

Strategies: Ensure training is available, and qualified staff are in place. Provide reasonable workloads, and build in accountability to an authority who functions within local government. Case managers should be deployed throughout the Region, and all consumer needs should be considered in assessments.

2.1.2 Hamilton

Small-group discussion resulted in six concerns/issues being identified, together with strategies to address these concerns.

1. **Concern: Information on the Reform.** Clarification is needed on user-fees, service delivery, and S.A.O.'s which are believed to be yet another level of bureaucracy.

Strategies. Provide plain-language information through seniors' magazines, pension cheques, and churches; train volunteers to explain the Reform and locate them in information booths in public places. Ensure translation occurs for multicultural groups.

2. **Concern: Formal service delivery.** Twenty-four hour service delivery is needed, seven days a week, particularly following hospitalization. Also required is (a) an emergency hot-line, and (b) access to homecare without referrals from physicians.

Strategies: Provide one telephone number manned by trained staff. Coordinate services which are (a) flexible, and, (b) not based on use of strict criteria. Recognize that Community Information Services can also serve as a source of information.

3. **Concern: Transportation.** Services should be accessible and affordable since the ability to live independently is closely linked to transit: for social visits, banking, and recreational outings.

Strategies: Provide "kneeler" buses and expand transit services; develop a volunteer driving service with appropriate reimbursement and liability insurance for drivers. Use Senior Centres as central transit coordination areas.

4. **Concern: Housing.** Fixed incomes are eroded by inflation, rising taxes, etc. Therefore (a) affordable and geared-to-income housing, or (b) assistance in adapting existing dwellings to changing needs, is required.

Strategies: Explore the potential of reverse mortgages, home-sharing and intergenerational housing. Two-bedroom apartments are preferable to batchelor and one-bedroom apartments since they allow for family visits. Instead of moving to housing that is "safer", assist the adaptation of existing housing to meet changing needs, or, alternately, provide "continuum of care" housing in one location with services close by.

5. **Concern: Home maintenance.** Reliable people are required for home repairs, to assist with shopping, etc., and a hot-line is needed to obtain services, particularly in rural areas.

Strategies: Access schools that provide job-related skills' training and ensure students are given credit for assistance; develop a registry of service providers; explore churches, scouts, guides, service clubs, and other youth organizations as providers of services; and request large industries to pay employees for community service time.

6. **Concern: Freedom of choice.** Most senior citizens want to "have a say" in treatment, choice of care/physician, use of drugs, and the right to challenge a decision.

Strategies. Inform physician and family about wishes regarding treatment and medication, and ensure "informed consent" is obtained prior to administration of tranquilizing drugs. Authorities should monitor drug usage in facilities; extra staff would avoid need for sedation of patients/clients; and medication records should be computerized and accessible to facilities, hospitals and pharmacies.

2.1.3 Napanee

Seven concerns/issues were identified through small-group discussion by senior citizens.

1. **Concern: Coordinated and accessible services.** Services should be available 24 hours per day with a minimum of "red-tape"; help and care at night is needed together with easy access to information about services and service costs.

Strategies: (a) One phone number for all services, and (b) a 1-800 number to avoid distance dialling costs. Trained personnel are required to provide information.

2. **Concern: Home modification.** Alterations in the home are needed as functional ability changes, together with access to reliable persons who can provide assistance.

Strategies: Develop standards and obtain approval for home modifications that can help seniors to live as long as possible in their own homes.

3. **Concern: Affordability/costs.** Information is required on co-payment charges and extra costs when in institutions, e.g., for diapers. Access to non-medical services to promote independent living are necessary, with the minimum of "red-tape".

Strategies: Undertake a pilot-study to examine extent of "red tape" involved in obtaining services; staff and fund nursing homes adequately; and provide recognition and incentives for volunteers to encourage their contribution to programs.

4. **Concern: Institutional care.** This type of care may eventually be required and information is needed to help make choices. Co-payment and assessment of ability to pay is a worry.

Strategies: Institutional care should be available for all when needed, since dependence on family for informal caregiving services can place severe strain on available resources. Provide half-way homes (between hospital and home), adequate information and trained staff in institutions.

5. **Concern: Informal Caregivers.** Respite care and financial support should be available if loss of income/job occurs; there is dislike of dependency on family, friends and neighbours.

Strategies: Provide homemakers and ensure wages are adequate and standardized; establish support groups.

6. **Concern: Transportation.** Accessible and affordable transit is required, with funding assistance if necessary; wheel-chair accessible vans are necessary for those who cannot drive.

Strategies: Government should provide assistance to meet transit needs, particularly in rural areas.

7. **Concern: Housing.** This should be accessible and affordable, i.e., geared-to-income; assistance with home modifications, such as wheel-chair ramps, is needed.

Strategies: Provide a "means test" as a fair way to assess ability to pay for assistance; ensure grants are available with the minimum of "red tape".

2.2 Half-day Meetings

Because of time restrictions, Agendas for the six half-day meetings were abbreviated to include only the following:

- o Keynote speaker -
implications of long-term care reform

- o Small group discussion -
"What does the Reform mean to me,
my family, friends and neighbours",
and presentation of key concerns/issues
identified by group spokespersons
- o Project Coordinator -
"How to inform the Government on your
views about the Long-Term Care Reform"
- o Small group discussion -
Identification of strategies on "How
to inform", and presentation of
key strategies by group spokespersons

Only key concerns and issues identified at each meeting will be presented, since discussions on strategies to address concerns were not included in the shorter meetings.

2.2.1 Dunnville and Simcoe

Dunnville

Six areas of concern were identified by senior citizens participating in the small group discussions in Dunnville. They were as follows:

1. **Information:** One phone number is needed to access information, on a 7-day-a-week, 24-hour basis, staffed by knowledgeable people; it could also advise on service availability, cost, etc. A 1-800 number is preferable, since long-distance phone charges are incurred by many. Plain language information on the Reform is also necessary.
2. **Costs/funding:** Concerns related to (a) spending of tax dollars to establish the new system and S.A.O.'s, and the large catchment area of the latter, (b) the belief that service costs will be excessive, and (c) confusion as to how O.H.I.P. will be incorporated into the system. Co-payment for services required is acceptable provided that it is equitable. However, health care should be accessible to all, regardless of ability to pay. Income tax returns are a fair way to assess means.
3. **Transportation:** Accessible and affordable transit is needed in this predominantly rural area - whether by bus, van, taxi or volunteer service - for visits to physicians, to obtain groceries, or socialization purposes.

4. **Freedom of choice:** Seniors' believe they have the right to decide (a) where they will be placed, if institutionalized, (b) what services are needed to help them live independently in their homes as long as possible, and (c) to die with dignity.

5. **Home care/home maintenance:** Home based services such as homemakers, friendly visits, meals-on-wheels, or visiting case manager's to assess needs, are valued, particularly following hospitalization. Services are needed every day of the week on a 24-hour basis. Home maintenance services, such as grass-cutting, window-washing, etc., are required, since seniors do not like to rely on families and/or neighbours to assist them to live independently.

6. **Caledonia Facilities:** Caledonia needs (a) a long-term care facility, such as a nursing home, and (b) an accessible, affordable senior citizens' apartment building.

Simcoe

Six areas of concern were identified by the senior citizens at the meeting in Simcoe: accessibility to information and services by phone, costs/funding, accessible and affordable transportation, home care/home maintenance, informal caregiving, and volunteering.

Key issues reported in the initial four concerns were somewhat similar to those identified in Dunnville. Therefore, only the latter two, i.e., informal caregiving and volunteering, will be noted.

Informal Caregiving: Caregivers who look after family members require (a) in-home training to facilitate their caregiving, and (b) compensation of some kind, like "tax-breaks" or salaries.

Volunteering: Recognition for contributions provided by volunteers should occur through tax relief or other appropriate incentives.

2.2. Thunder Bay and Terrace Bay

Thunder Bay

Six areas of concern were identified by seniors in North Western Ontario.

1. **Informal Caregivers/service availability:** Recognition of care provided by family or neighbours, and respite care on a sustained basis, is needed; families have enough burdens

on them and pride can make it difficult to rely on neighbours. Also necessary are home maintenance services, such as grass-cutting.

2. **Information:** The Reform is difficult to understand and should be further explained; community groups of all ages need to be involved. Accessible, reliable and comprehensive information about services, provided by trained multi-lingual personnel is required. Alternate sources of information should be utilized, i.e., senior centres, the Council on Positive Aging, church groups, etc., rather than telephone books, which are confusing. Consider low literacy skills, and lack of a phone in some instances, when communicating information.

3. **Freedom of choice:** How will this be ensured, since changing care needs could require a different facility and/or environment, which is not always what is wanted?

4. **Costs:** Concerns related to dwindling income, inflation, co-payment for services, assessment made on income and assets (when family may be relying on this as well in order to survive), and indexing (which was not addressed in the Strategic Plan).

5. **Transportation:** Transit is a grave concern in rural areas, since services are sometimes located a considerable distance away. For example, personal expenses could be prohibitive if family members need to visit hospitals in distant locations.

6. **Access to leisure opportunities:** Recreational programs for well older people are required, particularly for those who live alone. There are geographical barriers, e.g., distance, to be contended with in this area.

Terrace Bay

Issues identified by participants in Terrace Bay, were similar to those reported in Thunder Bay. They were information services, transportation needs, funding/costs and reimbursement when expenses were involved in obtaining services, remuneration for volunteers and informal caregivers, and the need for home maintenance services.

However, within the above categories the following additional concerns were also noted: inhibitive costs for items like eye-glasses, hearing aids and dentures; the need for minimum wage scales/equitable wages for community support service personnel; recognition for contributions of volunteers and informal caregivers; assistance with home maintenance,

particularly for single women; and difficulty in accessing or obtaining physicians and other trained medical personnel in this area, i.e., Northern Ontario.

2.2.5 Timmins and Kapuskasing

The number of persons attending the meetings in Timmins and Kapuskasing (30 and 20 respectively), was lower than the number who attended other meetings in Ontario (approximately 46 persons per meeting). However, seniors who attended these meetings in North Eastern Ontario expressed appreciation at the opportunity to be there, and vigorously participated in group discussions.

Timmins

Seven concerns/issues were identified. They were as follows:

1. **Training for staff:** Adequate screening, training and licensing should occur with clear outlines of duties involved.
2. **Respite care/homecare:** Services should not be limited to senior citizens alone, and are needed on a 24-hour basis. Day care is also required and should be subsidized if necessary. Assistance with home maintenance is vital.
3. **Information:** A reliable central information or service agency is necessary to allow access to services that assist daily needs, i.e., bathing, shopping, and dressing. Adequate publicity on such information services, and on emergency devices to assist independent living, should be provided; and the needs of well older people require consideration.
4. **Facility availability:** Chronic care may inevitably be needed; quality assurance should be "built in" to ensure that deterioration in health is adequately assessed; and admitting on the basis of need rather than order of application is necessary.
5. **Central registry for prescriptions:** Medication required when travelling can only be obtained with physician approval. A central registry would avoid the costs and inconvenience involved.
6. **Transportation:** Available and accessible transit is needed 7 days of the week. Kneeling buses, or those with retractable steps are required since the step-up is high.
7. **Costs/Funding:** Senior citizens are prepared to co-pay for services but believe that considerable tax dollars will be spent to (a) develop the new central access system and S.A.O.'s, and (b) educate/train personnel for the system.

2.2.6 Kapuskasing

This meeting was conducted in French and English, and translation was provided in both languages when group discussions were reported to everyone. Preliminary information regarding the meeting was also sent to participants in both languages.

Two concerns identified were similar to those in Timmins: anticipated costs/funding to develop the new system, and the need to promote health for the well elderly in order to maintain health and prevent disease.

Additional concerns were as follows:

Volunteers: Their contribution to long term care needs to be recognized and rewarded.

Information: The Reform should be explained in plain language bulletins, and address multicultural diversity, so that it can be better understood.

Centralization: Municipalities are not linked to Regional Government in Northern Ontario, and require the development of a centralized information system.

Elder abuse: A system like "children's aid" should be established so that elder abuse is reported and addressed.

2.3 SUMMARY

When the concerns/issues identified by senior citizens at the nine "Let's Talk Care" Meetings were collated, it became apparent that, regardless of geographical area or urban/rural location, consistent needs were emerging.

Ten general areas of concern were identified across Ontario. Foremost among these was the need for information - about the Reform and costs to consumers of support services. Also notable was the belief that long-term care dollars would be directed, primarily, toward establishing "the system" rather than enhancing service quality and delivery. Seniors noted that transportation is necessary if they are to continue to live independently in their neighbourhoods, and they would like easy access to reliable community support services and home maintenance services. They also felt that additional support should be provided for informal caregivers and volunteers, that the needs of the well elderly should be addressed, and a central drug registry established.

These ten areas are prioritized and summarized below.

1. Information

o the need for plain language information about the reform which will answer these questions: what is it? how will it affect me? how can I continue to be a part of it? how many tax dollars allocated to the Reform will be used to establish the system and how much will really go toward enhancing delivery of much needed services? how is O.H.I.P. involved?

o easy access to information about services in communities, through either a 1-800 number or other direct line, staffed by knowledgeable personnel.

2. Costs

o closely linked to the need for information, are many concerns about costs of services/user-fees, indexing, and assessment of income and assets; the effects of the Reform on existing tax structures and pensions; dwindling pensions due to inflation; and the fact that, in some instances, a senior citizen's income may be a resource for other family members.

3. Transportation

o if senior citizens are to maintain their independence they require accessible and affordable transit. Buses with easy entry points should be considered, together with wheelchair accessible vans. Transit should be subsidized if necessary, and taxis or volunteer drivers recruited, with reimbursement and liability insurance included for the latter.

4. Community Support Services

o coordinated, accessible, personalized services are required that are flexible, tailored to needs, and not subject to strict criteria or "red tape" in order to be utilized. Costs of services can be on the basis of co-payment, but this should be equitable and fair. Personnel should be adequately trained and paid, minimum wage scales developed, certification provided and clear job outlines supplied. Personal contact is particularly important in rural areas.

o chronic care may inevitably be needed and should be accessible and available to everyone, regardless of ability to pay. Information to assist in choice of facility is required.

5. Home Maintenance Services

o the ability to live independently in communities, in one's own home, is closely linked to the need to access services such as grocery shopping, grass cutting, window-washing, etc. Reliable and accessible persons to assist seniors is imperative. Central registries for personnel can be maintained by churches, senior centres, or service clubs.

o standardized home modifications, when appropriate, are required by reliable and accessible persons. Senior citizens are reluctant to rely on family, friends, and neighbours, and are prepared to co-pay for such services.

6. Informal Caregivers

o there is recognition of the need to support caregivers: through respite on a sustained basis, provision of community support services, in-home training, reimbursement or compensation, tax-relief, and workplace initiatives such as flexi-time and benefits.

7. Freedom of Choice

o as consumers, senior citizens believe they have the right to choose the services they need, the facility they may have to be placed in, the type of drug treatments they are prescribed, and the right to challenge decisions implemented without their consent.

8. Volunteers

o recognition is needed for the contributions made by volunteers. They should be adequately screened and trained, and incentives, such as honorariums or tax relief for hours served, considered. Volunteering by males and young people should also be encouraged, as an alternative to the diminishing traditional pool of female volunteers.

9. Well Older People

o health promotion is of prime importance in order to maintain health and wellness in senior citizens. In addition to accessible and affordable transit, leisure services and/or programs need to be established which inform, educate, recreate, and enhance socialization for the elderly. Single persons, particularly, require access to health promotion support initiatives.

10. Drug registry

o a central computerized registry, which can be accessed by physicians, pharmacists, hospitals, etc., would be an asset. Prescriptions could thus be easily renewed or verified, and overuse of medication avoided.

Results of Group Discussions on "How to Inform the Government"

Group discussions to identify ways in which to inform the Government, about concerns and issues identified, resulted in many useful suggestions being made. They are summarized below.

Local Government: arrange a meeting with local M.P.P. or invite this representative to a group meeting for discussion purposes; send report of "Let's Talk Care" Meeting results to them for information; ask other senior citizens to inform local M.P.P. about their concerns; and send copies of any press releases, or any letters to government, to local District Health Council and M.P.P.; write or phone these persons. Have face-to-face meetings with local Councillors, Mayors, or Reeves.

Queen's Park: write to the Premier, Ministers of Health and Community and Social Services, send copies to M.P.P.'s and local media; develop a brief for presentation by your organization, or ask local community support agency, United Senior Citizens of Ontario, or O.P.H.A. to lobby on your behalf. Send Government copies of "Let's Talk Care" meeting results.

Media: develop a press release for local papers, radio and T.V.; write letters to the Editor; organize a "phone-in" to radio stations, e.g., talk-shows, Cross-Canada Check-up. Write to "Especially for Seniors", "To-day's Seniors", and similar papers.

Senior Citizens: report meeting results to neighbourhood clubs, church groups, Labour Councils, unions, etc. Arrange other "Let's Talk Care" meetings in communities to inform seniors; outline concerns identified in letter with as many signatures as possible, and mail to local authorities. Use newsletters to inform and communicate information, include petition to be signed and returned either to M.P.P. or local organization for forwarding. Ensure that well informed seniors are used as spokespersons.

3.0 EVALUATIONS

The meeting evaluation form (Appendix 1) was developed to assess achievement of the following goals:

- o to inform senior citizens in an easy to understand fashion about the Long-Term Care Reform process currently underway;
- o to help them identify issues that are of concern to them or their organizations; and
- o to provide them with ways in which they can inform the Government of their views, and their needs, for long-term care.

The form was completed by participants at the conclusion of each "Let's Talk Care" meeting. It included four statements and a section requesting "Other comments, suggestions, or questions". Information obtained was also used to guide future meetings.

A total of 417 participants attended the nine meetings, and 299 evaluations were received, for a response rate of 72% (see Table No. 2 - Attendance, Evaluations Received and Response Rate). Each statement was ranked on a scale from 1 (not much) to 5 (a great deal).

Appendix 2 presents results of collated scores in percentages for each meeting, and final mean percentage scores are also included. Since the response rate for Timmins was low, i.e., 9 evaluations were returned, data for both Timmins and Kapuskasing was combined to present one score for the area.

3.1 Responses to Statements

1. I am informed about the Long-Term Care Reform

Just under half (44%) of all participants believed that they were somewhat informed about the Reform as a result of the meeting. Participants in Thunder Bay appeared to have the greatest understanding of the Strategic Plan.

2. The Reform could help me to live independently in my community.

One-third of the senior citizens believed that the Reform would help them to live somewhat independently in their communities, and 49% noted that it would help them somewhat more or a great deal more.

TABLE 2

**"LET'S TALK CARE" MEETINGS
ATTENDANCE, EVALUATIONS RECEIVED & RESPONSE RATE**

Location, date, attendance at meetings, number of evaluations received and the response rate, are outlined below.

Period over which meetings were held: June to September
(4 months)

Total number of meetings held: 9

Average attendance per meeting: 46 senior citizens

Average evaluations received
per meeting: 33 evaluations

| Location | Date
(1990) | Attendance | Evaluations
Received | Response
Rate (%) |
|---------------------|----------------|------------|-------------------------|----------------------|
| 1. Waterloo | June 6 | 64 | 43 | 67 |
| 2. Hamilton | June 28 | 49 | 31 | 63 |
| 3. Dunnville | July 11 | 52 | 48 | 92 |
| 4. Simcoe | July 11 | 47 | 44 | 94 |
| 5. Napanee | August 13 | 62 | 51 | 82 |
| 6. Thunder
Bay | Sept. 18 | 56 | 29 | 52 |
| 7. Terrace
Bay | Sept. 19 | 37 | 27 | 73 |
| 8. Timmins | Sept. 24 | 30 | 9 | 30 |
| 9. Kapus-
kasing | Sept. 25 | 20 | 17 | 85 |
| TOTAL | | 417 | 299 | 72 |

3. I was able to identify issues of concern to me and/or my family, friends, and neighbours.

Responses indicated that, across all meetings, group discussions allowed for the identification of issues of concern to participants, and to their families, friends and neighbours.

4. I know how to inform the Government about my needs and/or those of my family, friends, and neighbours.

Responses to this statement also indicated that the majority of those who attended knew how to inform the Government about issues and concerns identified.

3.2 Verbatims

Verbatim responses to the request for "Other comments, suggestions or questions" on the evaluation form are documented in Appendix 3 for each meeting held in Ontario. They reiterate issues reported previously through small group discussions, and confirm evaluation results. Across all meeting responses, the following themes emerged:

- o more information is required - about services, costs, eligibility criteria, and the Strategic Plan;
- o additional meetings/discussions need to be held;
- o simple language should be used to explain the Reform; it is confusing and complex to understand;
- o the set-up of the new system and consequent costs is of great concern; it appears to be another level of "bureaucracy" that is using tax dollars which could be better directed towards much needed services;
- o cynicism was repeatedly expressed about implementation of the Reform;
- o group discussions were much enjoyed; senior citizens appreciated the information received the invitation to participate in the meetings; and
- o the importance of the Reform, and it's implications for senior citizens was acknowledged by them.

4.0 PROJECT SUMMARY

The project: "Facilitation of Input by Senior Citizen's Organizations into the Long-Term Care Reform", began in February 1990. It had a duration of one year. A Steering Committee guided the project. It was made up of representatives from eight seniors' organizations and the O.P.H.A.

The overall goal was to allow for a coordinated, organized, and collaborative response to be made by community organizations to the Long Term Care Reform in Ontario. In order to achieve this, the action plan included the following components:

- o development and distribution of five plain-language Factsheets providing information about the Reform and the implications it had for senior citizens;
- o assembly of an Expert Review Panel to analyze the document "Strategies for Change: Comprehensive Reform of Ontario's Long-Term Care Services";
- o implementation of nine invitation-only long-term care consultation meetings for senior citizens in selected areas of Ontario, called "Let's Talk Care";
- o briefing and liaison with public media; and
- o participation in Government hearings.

The extensive membership of the Steering Committee, i.e., approximately 300,000 for United Senior Citizens of Ontario alone, and distribution of Fact Sheets, were partial contributors to achievement of project goals. However, attendance and participation at the nine "Let's Talk Care" meetings in Ontario were undoubtedly indicators of success for the project.

The meetings were held in Dunnville, Hamilton, Kapuskasing, Napanee, Simcoe, Terrace Bay, Thunder Bay, Timmins, and Waterloo from June 6 to September 25, 1990. They were attended by 417 senior citizens. A total of 299 evaluations were received from these meetings for a response rate of 72%.

The model developed by O.P.H.A. incorporated senior citizens into the planning and delivery process. The co-sponsoring organizations contacted were primarily "senior-driven" agencies, e.g., Seniors' Councils, Seniors' Outreach Services. Senior citizens were involved as moderators, group facilitators, recorders, and media liaison persons. In Thunder Bay and Terrace Bay the keynote speaker was a prominent resident senior; and in the three whole-day meetings in Hamilton, Napanee, and Waterloo, senior citizens spoke as respondents to keynote speakers at the meetings.

Ten general areas of concern were identified across Ontario. Foremost among these was the need for information about the Reform, and information about the costs of support services. Many seniors believed that long-term care dollars would be directed, primarily, toward establishing "the system" rather than enhancing service quality and delivery. They noted that transportation was necessary if they were to continue to live independently in their neighbourhoods; they wanted easy access to reliable community support services and home maintenance services. They also said that additional support should be provided for informal caregivers and volunteers, that the needs of the well elderly should be addressed, and that a central drug registry be established.

Evaluation results from the "Let's Talk Care" meetings indicated that 44% of respondents believed they were somewhat informed about the Reform. Approximately 80% thought the Reform would contribute toward their ability to live independently in their communities; and 94% were able to identify long-term care issues of concern to them or their family, friends and neighbours.

Verbatim responses on evaluations also showed that senior citizens appreciated the invitation to attend these meetings, to receive and provide information, and interact in group discussions. However, the responses also expressed cynicism about the Reform process. There was doubt that it would be implemented, and concern that funding would be directed toward development of bureaucratic infrastructure, rather than improvement and expansion of services to enhance and sustain their ability to live independently in their communities.

Attendance at meetings at meetings, and results of discussions and evaluations, clearly indicated that the goals of the project were achieved. This appeared to be facilitated through the model developed by O.P.H.A., which incorporated senior citizens into the planning and delivery process.

Recommendations

As a result of input received from (1) correspondence in connection with Factsheets, (2) comments from small group discussions at consultation meetings, and (3) evaluations completed at these meetings, it was apparent that plain-language information on the Reform is required for senior consumers.

In addition, there is clear evidence that senior citizens are both interested in, and concerned about, long-term care reform in Ontario. They attended the meetings despite heavy rain in Napanee, snow in Timmins, up to three-hours of travel in Terrace Bay, and notwithstanding 33°C weather in Dunnville and Simcoe.

Consequently Area Managers may need to recognize the following:

1. plain-language information is required by senior citizens on the Long-Term Care Reform. Information obtained from the meetings indicate that non-traditional channels, such as church bulletins, could be utilized for information dissemination purposes; and
2. the model used by O.P.H.A. clearly demonstrated that senior citizens were able to identify and respond effectively to long-term care concerns when they were involved in the process. Their contribution to on-going planning could thus be enhanced if they are allowed to express their views within a supportive environment, such as that provided by their cohorts.

APPENDICES

Appendix 1

- o "Let's Talk Care" Meeting -
Evaluation Form

Appendix 2

- o "Let's Talk Care" Meetings -
Responses to Evaluation Statements

Appendix 3

- o "Let's Talk Care" meetings -
Verbatim Responses from Evaluations

APPENDIX 1

LET'S TALK CARE MEETING
AT (address) - - - - -
(place) - - - -, (date) - -

EVALUATION

Please circle a number on the scale below to indicate your response to the following statements:

| | Not
Much | | Some
what | | A great
deal |
|---|-------------|---|--------------|---|-----------------|
| 1. I am informed about the
Long Term Care Reform | 1 | 2 | 3 | 4 | 5 |
| 2. The Reform could help me
to live independently
in my community | 1 | 2 | 3 | 4 | 5 |
| 3. I was able to identify issues
of concern to me and/or my
neighbours, friends, family | 1 | 2 | 3 | 4 | 5 |
| 4. I know how to inform the
Government about my needs
and/or those of my neighbours,
friends, family | 1 | 2 | 3 | 4 | 5 |

Other comments, suggestions or questions:

"LET'S TALK CARE" MEETINGS RESPONSES TO EVALUATION STATEMENTS

| Location | Response Rate | Not Much | | Some what | | A great deal |
|-------------------|---------------|----------|----|-----------|----|--------------|
| | (%) | 1 | 2 | 3 | 4 | 5 |
| | (%) | | | (%) | | |
| 1. Waterloo | 67 | 0 | 0 | 44 | 40 | 12 |
| 2. Hamilton | 63 | 16 | 0 | 58 | 19 | 10 |
| 3. Dunnville | 92 | 15 | 17 | 46 | 6 | 4 |
| 4. Simcoe | 94 | 25 | 14 | 53 | 9 | 2 |
| 5. Napanee | 82 | 2 | 14 | 47 | 20 | 6 |
| 6. Thunder B.. | 52 | 3 | 10 | 31 | 31 | 24 |
| 7. Terrace B. | 73 | 19 | 11 | 37 | 26 | 7 |
| 8. Timmins/Kapus. | 52 | 27 | 12 | 35 | 15 | 12 |
| Total (mean) | 72 | 13 | 10 | 44 | 21 | 10 |

| Location | Response Rate | Not Much | | Some what | | A great deal |
|-------------------|---------------|----------|----|-----------|----|--------------|
| | (%) | 1 | 2 | 3 | 4 | 5 |
| | (%) | | | (%) | | |
| 1. Waterloo | 67 | 0 | 2 | 26 | 23 | 35 |
| 2. Hamilton | 63 | 0 | 0 | 48 | 26 | 26 |
| 3. Dunnville | 92 | 4 | 15 | 31 | 21 | 4 |
| 4. Simcoe | 94 | 9 | 14 | 36 | 20 | 11 |
| 5. Napanee | 82 | 10 | 14 | 29 | 29 | 8 |
| 6. Thunder B. | 52 | 3 | 7 | 28 | 34 | 28 |
| 7. Terrace B. | 73 | 4 | 11 | 26 | 33 | 22 |
| 8. Timmins/Kapus. | 52 | 0 | 4 | 27 | 31 | 38 |
| Total (mean) | 72 | 4 | 8 | 31 | 27 | 22 |

3. I was able to identify issues of concern to me and/or my family, friends, and neighbours

| Location | Response Rate (%) | Not Much 1 | 2 | Some what 3 (%) | 4 | A great deal 5 |
|-------------------|-------------------|------------|----|-----------------|----|----------------|
| 1. Waterloo | 67 | 0 | 5 | 37 | 30 | 21 |
| 2. Hamilton | 63 | 0 | 0 | 13 | 45 | 39 |
| 3. Dunnville | 92 | 0 | 10 | 44 | 19 | 23 |
| 4. Simcoe | 94 | 2 | 5 | 39 | 30 | 16 |
| 5. Napanee | 82 | 6 | 4 | 33 | 41 | 10 |
| 6. Thunder B. | 52 | 0 | 7 | 17 | 40 | 40 |
| 7. Terrace B. | 73 | 0 | 11 | 30 | 19 | 37 |
| 8. Timmins/Kapus. | 52 | 0 | 0 | 31 | 19 | 27 |
| Total (mean) | 72 | 1 | 5 | 31 | 30 | 27 |

4. I know how to inform the Government about my needs and/or those of my family, friends, and neighbours

| Location | Response Rate (%) | Not Much 1 | 2 | Some what 3 (%) | 4 | A great deal 5 |
|-------------------|-------------------|------------|----|-----------------|----|----------------|
| 1. Waterloo | 67 | 2 | 5 | 40 | 37 | 14 |
| 2. Hamilton | 63 | 6 | 10 | 52 | 19 | 13 |
| 3. Dunnville | 92 | 13 | 15 | 29 | 17 | 21 |
| 4. Simcoe | 94 | 16 | 11 | 27 | 30 | 9 |
| 5. Napanee | 82 | 8 | 2 | 33 | 24 | 31 |
| 6. Thunder B. | 52 | 10 | 0 | 10 | 31 | 48 |
| 7. Terrace B. | 73 | 7 | 11 | 33 | 19 | 26 |
| 8. Timmins/Kapus. | 52 | 23 | 8 | 23 | 23 | 19 |
| Total (mean) | 72 | 11 | 8 | 31 | 25 | 23 |

**VERBATIM RESPONSES FROM EVALUATIONS
FOR "LET'S TALK CARE" MEETINGS**

The verbatim responses outlined below were in response to the statement on the evaluation which stated - "Other comments, suggestions or questions:"

1. Waterloo - June 6, 1990

- o This report will go to our Advisory Council for action.
- o Exercise breaks very welcome and appropriate. Workshop format good - co-ordinators friendly, patient, and encouraging.
- o A well organized, informative workshop allowing lots of individual input. I didn't know anything about this potential programme until today.
- o This has been a learning experience for me and I have enjoyed it.
- o It was very knowledgeable.
- o Congrats. Well done!
- o Thanks for taking the initiative and inviting us.
- o Very interested to see what can be accomplished through this group discussion.
- o This excellent seminar made me realize that great problems re. the senior population have to be expected in the foreseeable future. I am impressed with the government's willingness to tackle these problems. Good luck!!
- o Homemakers or Caregivers are in short supply. Community Colleges can give training in co-operation with you.
- o Get people better informed as how to use a mike and addressing a group. Straining to listen gets frustrating and spoils a good presentation.
- o If we are to have another program it would help if we received information ahead of time so we can be prepared.
- o Need services for people who can't drive on account of not seeing or crippled.
- o Care of older people comes in stages: (1) need limited help such as family, neighbours, etc. could readily give - little or no cost; (2) because of sickness, etc., need medical or other home care services, government pays all if necessary - elderly pay partially if possible; (3) complete breakdown of health - need institutionalize care - government paid.
- o Would help if more people had read the Government Strategic Plan.
- o Very well organized - registration, breaks, lunch. Had drinks other than coffee! Stayed on schedule.
- o There seemed like so little time to discuss the issues at hand. At break-time several comments were too much to absorb. I'm confused - went too fast.
- o This workshop addresses a great need for seniors to be informed in regard to services available to all. Very well organized and addressed.
- o This was a very well organized meeting. I was happy to be here.

- o I've had the feeling that the wrong questions are being asked - I'm not sure what the right questions should be - but maybe the seven strategies the report seems to include. Is the strategy right, wrong, incomplete, etc.? Are there other strategies that are needed?
- o I would appreciate the chance to be invited to take part in another meeting such as this one.
- o Excellent seminar and information exchange.
- o The complexity of the provision of long term care makes it very difficult to deal with in a one day seminar.

2. Hamilton - June 28, 1990

- o In two years, I intend to move out of our house. The costs to renovate my house would be over \$10,000 which is too high a price to pay. We hope to rent a geared to income apartment at a low rent. We have lived in our house over 40 years. It is time for a change.
- o More input to public from the Governments.
- o Approach Labour Council and ask for time at their monthly meeting to explain the issue. Other unions should be approached for same purpose.
- o How do we get the Governments - all levels - to listen to our concerns?
- o Need to continue meetings is evident. Consumer and Caregivers should be included in the decision making committees. Consideration must be given to caregivers who suffer financial loss through pension loss and inability.
- o Keep up the good work!
- o Very informative.
- o Elsie's speech should perhaps go at the beginning as it puts things into perspective a bit more. Please inform us about how our input helped - on the outcome of to-day's activities.
- o We would like a paper written through the eyes of Seniors (based on the Reform) so that Seniors can go out and speak to seniors groups on the Reform. The "Strategies for Change" is geared to professionals.
- o More workshops.
- o Terrific meeting.
- o Does our opinion really matter or is legislation already taking place and this workshop may keep the lid from blowing off by not including the seniors?
- o The day was productive - informative.

3. Dunnville - July 11, 1990.

- o The community should be more involved along with the people.
- o I just hope all this money that is being spent will not go to the bureaucracies.
- o Seminar was very well conducted and a lot of information was put forward.
- o I know how to inform the Government, but not how to make them listen and/or respond.

- o We need a nursing home in Caledonia, Ont.
- o The afternoon was an interesting exercise in finding out what has already been done by at least 2 other Government agencies - by letter and survey. At least 4 books are available on where to go - what to do - where to obtain it. Communication is the key.
- o Be wary of overlapping. Communicate one with the other. Do not Empire build; get the job done. Do not seek glory.
- o Involve local council in the new organization.
- o I feel the more that is done to keep seniors in the home so the needs of the hospital would be easier taken (care) of in many ways.
- o Write letters to media, petitions, hold meetings, address Seniors' Organizations. Register your concern about the unequal funding. 17 million to bureaucracy. 4 million to H-N. Region. Too much spent on organization, not enough for the essentials, like ordinary care.
- o We need transportation for Dr. appointments, etc., and long term care in our own home.
- o The problem is quite different for urban and rural.
- o Another meeting.
- o Less bureaucracy. More action.
- o Must meet again.

4. Simcoe - July 11, 1990

- o Not enough time to cover such a serious subject. Must arrange much more publicity for Long Term Care. Very concerned about the obvious extra costs involved, particularly about a new bureaucratic setup! Concerned about the Placement Committee and the S.A.O.
- o We need to be better informed to make decisions that may be helpful throughout the rest of our lives. We cannot decide our futures with so little information.
- o There needs to be a lot more publicity of this Long Term Care Reform. I think the key word is "simplicity" - in wording of publicity and in the final carrying out of this Long Term Care Reform.
- o This meeting was informative and provided incentive to go "to it".
- o Not enough time to study the literature brought to us today.
- o This is too big a change to be implemented in such a short space of time. There will be a lot of confusion at first and many people will suffer hardship from it.
- o Time allocated to serious subject too short.
- o Suggest more meetings involving area political representatives with handicapped and seniors attending.
- o Is the Ont. gov't. going to apply the means test to the extent that remaining members of the family will be impoverished by long term care to one member of the family?
- o Better co-ordination of information about services, and an emergency phone number available, without extra charges, as I think we are paying enough for phone services now, to have that available.
- o I have the same understanding of the reform as I do of free

trade. Nothing has basically changed as far as I can see. I suspect a cover up for a deeper dig into my personal income. The reform would not do anything new and would disrupt excellent programs now in place (e.g., S.O.S.). I am opposed to the reform as it would probably just set up an additional level of administration that would be expensive and non-productive.

- o People to volunteer for committees to be formed in small towns, i.e., I would be willing to be part of in town of Port Dover.
- o Too many grey areas. Information on changes are vague. Will changes help seniors as many of our benefits are very good now.
- o Would like to see more meetings and publicity and someone from Minister's Office to answer questions.
- o Enjoyed meeting, learned a lot.
- o I enjoyed the speaker.
- o The speaker was very good. Hopeful the concerns raised today will be put into action.
- o This reform seems to me to have been kept under wraps, and suddenly announced as also ipso facto. Where are TRAINED workers for home care - experienced home help, more V.O.N.'S (whose caseload is grossly overload), more hospital beds - instead of closing whole section.
- o We should have question and answer period before all of this is pushed through Govt. Hope we have more discussions.
- o We should be informed sooner so we can bone up.
- o We need more time to discuss such important issues - and establish a good means of letting the government know about our concerns.
- o Very informative.
- o The project must be kept alive and active.
- o Everybody should be allowed to be as independent as possible. Group discussion is very helpful.
- o I feel the Government cannot make decision in Toronto for Seniors living in small centres. We need more information and better communication. We don't need a bureaucratic organization but rather we have Seniors who although retired are well educated, able to organise and manage and solve problems for much less costs than the Government may think is necessary. We do not need computers, fax machine, posh offices and large budgets. We need clear thinking Seniors who know what is needed and willing to work and fight for what they believe and want for their fellow seniors who cannot speak for themselves. Could we please have the names and addresses of Ministers that could be involved in our concerns.
- o Yes, I know how to inform, but will they (the gov.) listen to our needs?
- o Role of bureaucracy needs to be kept well under control while role of non-paid caregivers needs to be encouraged/recognized. Retirement housing a key issue (local, affordable).

- o Perhaps a meeting of Recorders at a future date to discuss further findings in the communities.
- o Speakers spoke clearly and precisely. Thank you.
- o It would have helped if we had the "Strategies for Change" made available before the meeting.
- o We could have been better informed before the meeting.
- o Further meetings necessary.
- o I would like to die in my own home if I can and what help can I expect to get to keep me reasonably comfortable?
- o A beginning - keep up momentum and make it noticeable to public at large and especially politicians.
- o Some of the Keynote speakers comments were not discussed but in this short period of time it is impossible to discuss the whole program of Long Term Care. I hope that we have been heard loud and clear but I am afraid the government already made up their mind.
- o The available material beforehand was not sufficient. The main speaker too biased. The discussions were too tightly controlled and channelled.
- o I have some concerns as to how long term care is to affordable, i.e., fairness in applying fee or user fees. Thrifty seniors vs. those who don't get free service.
- o Lots of thoughtful questions posed, some answered, some not. Long Term Care appears to be headed in the right direction.
- o Great!!

6. Thunder Bay - September 9, 1990.

- o As an observer, it helped me to clue in as to the concerns of my elders (I am of the sandwich generation). The workshop was productive and interesting and I feel the time was well spent.
- o Facilitators needed some preparation - to keep on target. A great effort. Please keep us informed of what happens and when further input is required.
- o Single access point is most important and advertise same widely.
- o Use T.V. and radio media to air the idea by repetition of it in small segments.
- o More time needed to deal with this subject - a little too rushed.
- o Several noted that it was hard to hear several speakers, and especially in the small groups with background noise from other groups.
- o Very informative, positive and friendly.
- o A Good meeting, short of time - the morning went too quickly. A microphone here might be an asset. Small group discussions got people really talking and some good ideas came out.
- o Keep in touch with U.S.C.O. Senior groups can send their concerns etc. with signatures to them - they bring them to the Minister of Senior Affairs.
- o A very important topic that should be kept on top.
- o Question of indexation has not been given enough attention - co-payments could become a great burden eventually.
- o With the change in Government we must put pressure on the new

Government through petitions and letters for changes. We do have a tremendous voting power.

- o Rural concerns - country folks are an independent breed! They (we) want to stay rural and independent as long as possible.
- o Continuing groups to develop specific plans for sections of the community.
- o Many thanks for this opportunity. Very very good.
- o I would have liked to have material to study beforehand as I was not familiar with this reform. I think we need to get across to more organizations these concerns as a lot of people think they don't need these services until it is a real necessity.
- o Thanks for a very informative issue. Please carry on.
- o I find the session very informative and not all boring.
- o Very informative and I'm sure we all gained by our morning at St. John's Ambulance Centre.

7. Terrace Bay - September 19, 1990

- o Need more time to talk about Reform Paper. Ruth's explanation too short, especially considering her time to analyze paper.
- o Lets Talk Care meeting is a step in the right direction. I learned a lot at this first meeting.
- o My comments is C.O.P.A. organizations are great, will hope it will keep going.
- o Will all participants receive copies of Questions and ideas that arised from groups?
- o The presentation seems to be missing us. Confusing. A bit of a commercial for the package. Too much jargon.
- o Still feel that we are not getting the right information needed. C.O.P.A. is trying to help inform us. But there are still many areas grey as for information. Would like C.O.P.A. to get back to us where this information goes and it results after its forward.
- o Simplify communication to various programs by a booklet.
- o Find it interesting, every speaker had something.

8. Timmins - September 24, 1990

- o Any information would be a great help.
- o One of my concerns what not addressed. I live on a small farm. Can I receive assistance should my water system fail, or my furnace.
- o More information greatly needed.
- o Need more information.
- o I thought the questions were answered well. I really was more informed by each one that answered and really enjoyed it all.
- o There should be more meetings like to-day. They should have them in the seniors building. Many are unable to come. I've enjoyed this meeting very much.
- o I feel a list of priorities should be set for this area by degree of need. More meetings would be needed to set order

and formulate needs.

- o Everything was well explained and I think questions brought forth was of good interest.

9. Kapuskasing - September 25, 1990

- o The workshop was well put. Especially the fact that it was in both languages. English and French. Bravo!
- o Very good workshop but more people should be involved not only seniors.
- o A good forum - interesting and educative.
- o This meeting was very informative and think more should be held as the gov't moves along with this program.
- o Good Workshop! Since Seniors are increasing faster than any other group, there is much work to be done in this field. We must educate our Seniors in keeping their health and looking after themselves. Storm your M.P.P.'S and local Government for their assistance. Should have more Workshops and Seminars on this subject.
- o Another meeting like this would be very helpful.
- o Involve Municipal Government's. Don't by-pass them. A good session - worthwhile. Too bad so few came. Well done.
- o Public at large should be made aware of one stop access. Also that anyone knowing someone who needs help should contact local government or people at the one stop access.
- o Send the meeting minutes to the Municipalities.
- o Seniors will require a lot of teachings re. costs and assurance of their well being. This workshop was very informative. Education is the answer.
- o Another meeting - time limits. Everytime we meet for government matters, nothing happens afterwards with all the suggestions that we make.
- o We have met today with many worthwhile suggestions. Could we meet again not later than 6 months to evaluate the results.
- o That we will meet again for more information.
- o More meetings to keep members up to date on all program of the Reform.

MEMBERS OF THE REGIONAL CHAIRMAN'S TASK FORCE
ON AFFORDABLE HOUSING

Councillor David Christopherson, Chairperson
Hamilton City Hall
71 Main Street West
Hamilton, Ontario
L8P 1H4

Bus: 526-2730

Mr. Alan Adams
81 Bobolink Road
Hamilton, Ontario
L9A 2P6

Bus: 528-4211
Res: 575-9028

Mr. Bill Bain
753 Ridge Road
Vinemount, Ontario
L0R 2G0

Bus: 545-0545
Res: 643-1462

Mr. Tony Battaglia
19 Serafino Court
Hamilton, Ontario
L9B 1X3

Bus: 574-0489
Res: 574-2518

Ms. Birgitt Bolton
c/o 129 Rebecca Street
Hamilton, Ontario
L8R 1B9

Bus: 528-5663
Res: 647-2487

Mr. John Bruno
316 Woodworth Drive
Ancaster, Ontario
L9G 2N1

Bus: 648-2424
Res: 648-1213

✓ Ms. Rheta Dudley
36 Brock Street South
Dundas, Ontario
L9H 3G7

Bus: 577-0570
Res: 627-4865

Mr. Arnold Edwards
RR#1
Hannon, Ontario
L0R 1P0

Res: 692-4209

Rev. Dr. Charles H. Forsyth
166 Delaware Avenue
Hamilton, Ontario
L8M 1V6

Bus: 522-9900
Res: 545-5238

Mr. Colin Gage
c/o 155 Queen Street North
Hamilton, Ontario
L8R 2V7

Bus: 527-0221
Res: (519) 885-6284

Ms. Denise Giroux
400 Mohawk Road West
Hamilton, Ontario
L9C 1X1

Bus: 545-0442
Res: 389-9529

Councillor Don Granger
P.O. Box 152
21 Noble Kirk Drive
Freelton, Ontario
L0R 1C0

Bus: 575-1212 ext.3275

Councillor Tom Jackson
Hamilton City Hall
71 Main Street West
Hamilton, Ontario
L8P 1H4

Bus: 526-2730

Ms. Doreen Johnson
184 Guildwood Drive
Hamilton, Ontario
L9C 6S5

Res: 574-3234

McQueston Community Services

Mr. Murray Kilgour
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Hamilton, Ontario
L8H 1N2

547-7906

Res: 547-7906

Mr. Robert Kronas
208 Seymour Drive
Ancaster, Ontario
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Bus: 549-9101
Res: 648-8470

Ms. Gwen Lee
1418-120 Strathcona Avenue North
Hamilton, Ontario
L8R 3J5

Res: 528-2760

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Res: 547-0941

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Bus: 389-1321
Res: 547-9403

Mr. Joe Mancinelli
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Hamilton, Ontario
L9A 1A1

Bus: 529-1116
Res: 575-3948

Ms. Renate Manthei
89 Arkell Street
Hamilton, Ontario
L8S 1N6

Bus: 522-0127
Res: 523-0599

Mr. Safeer Mufti
90 Valera Drive
Stoney Creek, Ontario
L8R 4T9

Bus: 525-9040
ext. 2040
Res: 643-6142

Mr. Eduardo Navarro
81-605 Stone Church Road East
Hamilton, Ontario
L8W 3B5

Bus: 574-1080
Res: 575-1023

Ms. Shelley Rempel
92 Rosslyn Avenue South
Hamilton, Ontario
L8M 3H9

Bus: 528-0221
Res: 544-2856

Ms. Patricia Shabone
27 Woodbine Crescent
Hamilton, Ontario
L8R 1Y2

Res: 529-1908

Ms. Elizabeth Szkodziak
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L8L 6Y8

Bus: 524-2501
Res: 547-6159

✓ Mr. David Wilson
58 Organ Crescent
Hamilton, Ontario
L8T 1Y6

Bus: 547-2944
Res: 575-2993

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Mr. John Robinson
Coordinator, Housing Loans
Department of Community Development
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Bus: 526-2757

Ms. Mary Thompson
Public Health Nurse
Public Health Services Department
25 Main Street West
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P.O. Box 897
Hamilton, Ontario
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Bus: 664-4232

Mr. Michael Watson
Manager, Real Estate Division
Property Department
City of Hamilton
71 Main Street West, 1st floor
Hamilton, Ontario
L8P 1H4

Bus: 526-4504

SENIOR PEER COUNSELLING
BOARD OF DIRECTORS - 1991 - 1992

| | | |
|---|------------------|----------|
| Win Lipman
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| Marilynn Thomson
907-181 Jackson St.W.
Hamilton, Ontario
L8P 1L8 | Vice-President | 523-4874 |
| Ruth Burt
712-181 Jackson St.W.
Hamilton, Ontario
L8P 1L8 | Secretary | 572-6216 |
| Gordon Lipman
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L8S 1A1 | Business Manager | 525-9880 |
| Nadine Roe
129 Haddon Ave.
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L8S 1G7 | Board Member | 522-1645 |
| Mary Cornell
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| Von Fulton
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1418-120 Strathcona, N.
Hamilton, Ontario
L8R 3C2 | Board Member | 528-2760 |

cont'd.....

Carolyn Kovacs
Main-Hess Supervisor

Advisor

525-8033

Tom Jackson
Alderman
City Hall

Advisor

546-2730

Kirk McPherson

Advisor/Legal Counsel

AUDITOR

David J. Beckett, C.A.
Beckett & Dzubak
4380 South Service Rd.,
Unit # 14,
Burlington, Ontario
L6L 5Y6

CO-ORDINATOR/TRAINER OF VOLUNTEERS

Louise Robinson
89 Thorndale Crescent
Hamilton, Ontario
L8S 3K3

521-9513



Hamilton-Wentworth Housing Authority
Commission de logement de Hamilton-Wentworth

December 27, 1990

Mrs. Gwen Lee
120 Strathcona Ave. N. #1418
Hamilton, Ontario
L8R 3J5

Dear Mrs. Lee:

Just a short note to let you know that I am leaving my position with the Housing Authority as of January 11, 1991.

Although I very much enjoy my work with the HWWHA, I have chosen to accept part time employment that will allow me to spend time with my infant daughter.

At this time I would like to express my sincere thanks to you for your involvement with the Tenant Newsletter "Neighbourhood Voice". We could not have produced the Newsletter without your valuable input to each edition. Your time and expertise was very much appreciated! Also, I thank you for your dynamic approach to the concept of the Tenant Association Network. Your enthusiasm seemed to overflow to some of the Tenant Association members of other buildings.

Shortly after the new Community Development Co-ordinator is hired I am sure he/she will contact you to arrange for future meetings.

I feel fortunate to have had the opportunity to work with you and wish you much health and happiness for the future.

All the best for 1991!

Sincerely,

Patricia Scott
Community Development Co-ordinator





This

Certificate of Appreciation

Is Presented to

Ms. Gwen Lee

In Recognition of Service to the Citizens
of Hamilton-Wentworth

R.J. Whynott

Chairman, Regional Municipality of Hamilton-Wentworth

September 3, 1991

Date

Certificate of Vaccination

Mr. [Name]

Resident of [Address]

of [City]

[Signature]

Health Officer, [City]

Health Officer, [City]

f

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women in Community Service

Nominee's Full Name: Tane Locke

Company/Organization _____

Address: Residence: 150 Chedoke Avenue **Business:** _____

City: Hamilton, Ont. **City:** _____

Postal Code: L8P 4N9 **Postal Code:** _____

Telephone: Residence 522-8100 **Business:** _____

Other: Contact # _____

Nominated by: Viktoria Renaud
(organization and contact person)

Address: 56 Flatt Avenue, Hamilton, Ontario L8P 4N3

Telephone: 528-6829 522-3300
Residence **Business/Other**

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Viktoria Renaud

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

The Hamilton Status of Women Sub-Committee was created in 1972 by Hamilton City Council. This Committee, unique to Canadian municipalities, is the first of its kind to be appointed by a City Council in order to advise on issues pertaining to women.

The Hamilton Status of Women Sub-Committee honours women for their outstanding achievements and contributions in furthering the position of women, at an Annual Women of the Year Dinner. Over 900 people attend this event. The dinner will be held on Wednesday, February 19, 1992 at the Hamilton Convention Centre. Nominees, as well as recipients, will be recognized.

The awards will honour six women for their outstanding achievements and contributions to the community. These women can be nominated for any of the categories (1 - 5) whether working as a volunteer or in a paid capacity and in category (6) for voluntary service. Women previously nominated, but not selected as a Woman of the Year, may be nominated again. Women will be recognized in the following categories:

1. Women in the Arts

Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

2. Women in Public Affairs

Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

Enclosed:

Women of the Year Awards

JANE LOCKE - Women in Community Service

1. Official Nomination
2. Covering letter by Viktoria Renaud
3. Jane Locke's resume
4. Endorsements by

The Junior League

Ben J. Ciprietti

Victorian Order of Nurses

Planned Parenthood Board of Directors

Theatre Aquarius

Shirley Elford

Hamilton Status of Women
Sub-Committee
City Hall
71 Main Street West
Hamilton, Ont. L8N 3T4

October 31, 1991

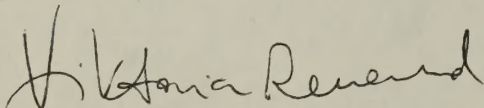
Re: Nomination of Jane Locke - Women of the Year Awards

16 years ago when I was a new Canadian and a new mother I met a wonderful friend Jane Locke, who immediately took me under her wings. She helped me adjust to a whole new life in a foreign country that was not an easy task.

Allthrough these years she remained a friend and a mentor. With her help I was able to explore a whole new world: she introduced me to several organizations she had been involved with and I was fortunate to work with her on some of the projects whether it related to our children's school activities /Mother Goose Co-op; Home and School/ or worthy fundraising activities for the Hamilton Philharmonic or Theatre Aquarius.

You can always count on Jane: she is organised, full of innovative ideas, and anything she undertakes she does with dedication, enthusiasm and flair. She touches on the lives of individuals like myself and is always prepared to get involved with a worthy cause. I can't think of anyone more deserving of your award.

Sincerely,



Viktoria Renaud
56 Flatt Avenue
Hamilton, Ont. L8P 4N3
528-6829

Encl. ⁹/₁₀

Jane Locke
150 Chedoke Ave.
Hamilton, Ont. L8P 4N9
522-8100 FAX: 522-9539

Objective Woman of the Year: Community (Voluntary) Service

Qualifications: Member of the Junior League of Hamilton-Burlington for 17 years. Positions held:

- Chair: Admissions Committee; 1980-81
- Chair: Advisory (Long Range) Planning; 1982-83
- Advisor: Nominating/Placement; 1983-84
- House Rep.: Holiday House Tours; 1984-85
- Project Lead; Adult supervisor; 1986-87
- 1st Vice-President; 1986-87
- President; 1987-88
- Chair: Buckle Up Baby; 1988-89
- Public Relations: Woman To Woman- an alcohol awareness program; 1989-90
- Chair: Canadian Public Issues; 1990-91

Other community involvement includes:

-Burlington Cultural Centre: Board of Directors;
Steering Committee; Hospitality Chairman;
President of Volunteers; Past-President/Placement
Docent; 1977-80

-President Mother Goose Co-Op Nursery; 1982-83

- Designer's Co-ordinator; Designer's Showcase
By Design '85 fund-raiser for the Hamilton
Philharmonic Orchestra; 1985

- Director of Public Relations for the Board of
Directors; Planned Parenthood Hamilton 1985-87;
researched; developed funding for and initiated
Facts Of Life Line

- Executive (Enrichment) Earl Kitchener Home &
School; 1988-89

- Chair: *A Night With the Phantom* fund-raiser for Theatre Aquarius; 1990

- Chair: *You Can't Take It With You* fund-raiser for Theatre Aquarius; 1990

- Volunteer Co-ordinator (Staffing) Dundas Valley School of Art Auction; 1990

- Canadian Cancer Society Canvasser and Area Captain; 1988-91

- Executive; Earl Kitchener Home & School; co-planned Young Author's Conference; 1990

- Board Member; VON Hamilton-Wentworth; Chair: Nursing Advisory Committee; Chair: Community Education and Public Relations; Planned Annual Meeting and Conference for VON (Ont.); 1990 - present

- Parent representative: Substance Abuse Committee for the Hamilton Board of Education; 1991

- President; Ryerson Middle School Home & School; member Hamilton Council of Home & Schools; 1991

- Chair: The Northern Lights Gala fund-raiser for Theatre Aquarius; 1991

Has given workshops to volunteers on the following topics:

- * Facilitating (Group Dynamics; Problem Solving; Leadership Styles etc.)
- * Stress and Time Management
- * Management By Objectives

Education &

Work Experience

High School: Pointe Claire: P.Q

B.A. Bishop's University

1st Class Teaching Diploma; McGill University

Taught for the Lakeshore Regional School Board;
1969-71 and the Halton Board 1971-75.

Wrote curriculum for the Province of Quebec:

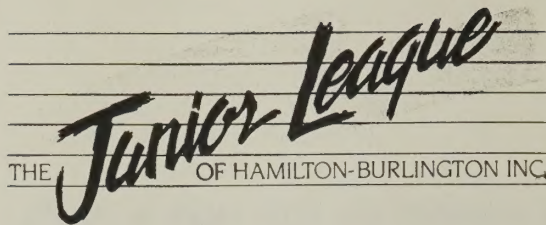
Creative Drama as a Method in the Classroom.

Wrote curriculum for the Halton Board of Education

Drama in the Classroom

Freelance writing; *Hamilton This Month and
Interiors*

Jane is married with three children: Sarah 16; Jessica 14 and Charlie 11. She has lived in Hamilton for 13 years. She has initiated a book club to enhance her love of reading; plays competitive tennis for the Mohawk Tennis Club and takes a weekly class in current affairs to keep abreast of an ever changing world. Her decision to stay "at home" with her children has allowed her the time and flexibility to take advantage of the many and varied volunteer opportunities in our community. It is one way she feels she can give back to the community the many "extras" the community has given to her and her family.



October 29, 1991

To Whom It May Concern:

The Junior League of Hamilton-Burlington heartily endorses the nomination of **Jane Locke for Woman of the Year.**

Jane has served our League for many years and has sat on and chaired a great number of committees, including serving as President of our League and our Canadian Public Issues Chairman. She has been recently nominated to the Canadian Federation of Junior League's Executive Team. Her volunteer commitment and leadership style have served as a great example to our membership over the years.

Sincerely,

Maureen Charlton

Maureen Charlton
President

mp

DOFASCO

Dofasco Inc., P.O. Box 2460, Hamilton, Ontario L8N 3J5, Telephone (416) 544-3761

October 24, 1991

Ben J. Ciprietti
Vice President - Planning

BY FAX

Hamilton Status of Women
Sub Committee
Nomination Committee
Women of the Year

Dear Sir/Madam:

Ref: Nomination of Jane Locke

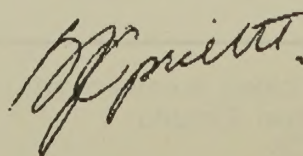
I have known Jane Locke for the past 15 years. During this period my association with her was related to her activities with the Junior League of Hamilton-Wentworth and her involvement with community activities such as the Hamilton Philharmonic Orchestra and Theatre Aquarius.

Jane is a well respected member of the community and has a very active community service record. She is highly achievement oriented and has energetically put forth efforts that have benefited people from all different segments unifying and strengthening our citizens for a better community.

Jane has demonstrated excellent leadership and organizational skills. She has handled all her activities with great sensitivity and has demonstrated her skills by obtaining great financial successes.

Her diligence and self sacrifice make her a very worthy candidate to be honoured with the Woman of the Year award.

Sincerely,



/rp



October 25, 1991

TO WHOM IT MAY CONCERN

I am very pleased to support the nomination of **Jane Locke** for a Hamilton Wentworth Woman of the Year Award.

Jane has been a member of the Board of Directors of VON Hamilton-Wentworth since 1990. In a very short time it became clear to us that Jane would be a hard working member of the Board and had extremely well developed organizational ability.

In May, 1991, the Annual Meeting of VON (Ontario) was held in Hamilton and was a great success. Jane chaired the Annual Meeting Planning Committee and orchestrated a convention which was highly acclaimed by the 200 delegates who attended from across the Province.

This year Jane is chairing two Board Committees which is indicative of her calibre. It is not often that a relatively new board member in an organization is deemed able and ready to assume this level of responsibility.

On behalf of the VON Hamilton-Wentworth organization, I fully support Jane Locke's nomination.

Yours sincerely

Molly Anderson
Executive Director

To whom it may concern

It is with great pleasure I submit the name of Jane Locke for a "Community Service" candidate for the "Woman of the Year" award.

Jane served for several years on the PLANNED PARENTHOOD Board of Directors with distinction and support. As the past Executive Director of the society I worked very closely with Jane. We had just suffered a devastating fire in the clinic and needed a great deal of enthusiasm, vision and encouragement. Jane supplied these qualities. Her ability to stimulate community interest and encourage the staff to "start again" was both heartening and appreciated.

This lady is a progressive caring person - which is much needed and appreciated in the struggle for financial support charitable organizations are experiencing today.

I heartily endorse Jane and know former board members share this view, -she truly deserves recognition.

Yours truly,

/Mabel Burns/

To whom it may concern.

It is with great pleasure I submit the name of Jane Lock for a "Community Service" candidate for the "Woman of the Year" award.

Jane served for several years on the **Planned Parenthood Board of Directors** with distinction and support. As the past Executive Director of the Society I worked very closely with Jane. We had just suffered a devastating fire in the clinic and needed a great deal of enthusiasm, vision and encouragement - Jane supplied these qualities. Her ability to stimulate community interest and encourage the staff to "start again" was both heartening and appreciated.

This lady is a progressive caring person - which is much needed and appreciated in the struggle for financial support charitable organizations are experiencing today.

I heartily endorse Jane and know former board members share this view, - she truly deserves recognition.

Yours truly

Frank Brown

EXECUTIVE &
ARTISTIC DIRECTOR

PETER MANDIA

PRODUCTION DIRECTOR

STEPHEN NEWMAN

1991 / 92
SEASON

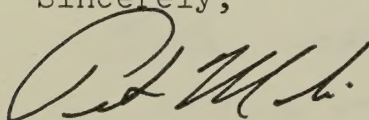
SEASON
XIX

October 28, 1991

To Whom It May Concern:

I am pleased to nominate Jane Locke as Woman Of The Year in the Women in Community Service category. Jane spearheaded an enormously successful Gala event this Fall which raised an important sum of money for Theatre Aquarius. Jane was the dynamic leader of a committee which she formed to take care of all aspects of the event. From arranging travel, hotel, transportation, even food for the actors between rehearsals to the most important job of all... selling tickets to make sure that the goal was reached, Jane is a leader who says "follow me" as she undertakes her tasks. She is an inspiration to all who work with her.

Sincerely,



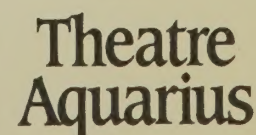
Peter Mandia
Artistic and Executive Director

190 KING WILLIAM STREET
HAMILTON, ONTARIO
L8R 1A8

BOX OFFICE
416-522-7529

ADMINISTRATION
416-522-7815

FAX 416-522-7865



Theatre
Aquarius

Clairford Studio Glass

October 25, 1991

Hamilton Status of Women
Nominating Committee
Hamilton, Ontario

It is not only a pleasure but an honour to work with Jane Locke.

Her dedication to all the events over the past year leading up to the opening of Theatre Aquarius is to be commended.

She is a team player on any committee she is involved with and a pleasure to work with.

I am very happy to support her nomination.

Sincerely,

/Shirley Elford/



CLAIRFORD STUDIO GLASS

October 25/1991

Hamilton Status of Women
Nominating Committee.
Hamilton Ontario.

It is not only a pleasure
but an honour to work
with Jane Locke.

Her dedication to all the
events over the past year
leading up to the opening
of Theatre Quarus is to be
commended.

She is a team player
on any committee she is
involved with and a
pleasure to work with.

I am very happy to support
her nomination.

Sincerely:

Shirley Clifford

9

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Community Service

Nominee's Full Name: Mrs. John(Polly) Neu

Company/Organization Housewife

Address: Residence: 35 Deschenes

Business: _____

City: Hamilton

City: _____

Postal Code: L9A 3J7

Postal Code: _____

Telephone: Residence 389-9950

Business: _____

Other: Contact # _____

Nominated by:

Hamilton and District Council of Women
(organization and contact person)

Address:

33 Robinson Street, 602, Hamilton, L8P 1Y8

Telephone:

527-1315

Residence

Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature:

H DCW for Betty Mason

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

The Hamilton Status of Women Sub-Committee was created in 1972 by Hamilton City Council. This Committee, unique to Canadian municipalities, is the first of its kind to be appointed by a City Council in order to advise on issues pertaining to women.

The Hamilton Status of Women Sub-Committee honours women for their outstanding achievements and contributions in furthering the position of women, at an Annual Women of the Year Dinner. Over 900 people attend this event. The dinner will be held on Wednesday, February 19, 1992 at the Hamilton Convention Centre. Nominees, as well as recipients, will be recognized.

The awards will honour six women for their outstanding achievements and contributions to the community. These women can be nominated for any of the categories (1 - 5) whether working as a volunteer or in a paid capacity and in category (6) for voluntary service. Women previously nominated, but not selected as a Woman of the Year, may be nominated again. Women will be recognized in the following categories:

1. Women in the Arts

Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

2. Women in Public Affairs

Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Community Service

Nominee's Full Name: Mrs. John Lee (Polly)

Company/Organization: Volunteer

Address: Residence: 37 Shephard Business: _____

City: Hamilton City: _____

Postal Code: L9A 3T7 Postal Code: _____

Telephone: Residence 389-9950 Business: _____

Other: Contact # _____

Nominated by: Helen Livingston
(organization and contact person)

Address: 44 Mountain Ave Hamilton L8P 4E1

Telephone: 522-7307
Residence Business/Other Retired Piano Teacher

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Helen Livingston

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resume or biography.
2. Describe her contribution in the category for which she is being nominated.

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Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

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Outstanding achievement in business, the professions or labour.

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Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

Hamilton and District Council of Women

"LEADERSHIP SINCE 1893"

33 Robinson St., 602,
Hamilton, L8P 1Y8
October 19, 1991
Telephone: 527-1315

Hamilton Status of Women Sub-Committee,
City Hall, 71 Main St. W.,
Hamilton, L8N 3T4

Dear Miss Carter, Secretary

The Hamilton and District Council of Women would like to nominate Mrs. John(Polly)Neu as Woman of the Year in the Community Service Category as outlined in the enclosed form.

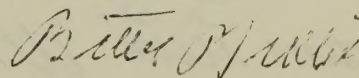
Mrs. Neu is a Volunteer in several Hamilton activities as follows: She is a member of the Monday Team for delivering Meals-on-Wheels which she has been doing for 20 years soon after this service was organized in Hamilton, under the auspices of the Victorian Order of Nurses. Mrs. Clara O'Neal, still the Monday Captain was one of the Founders and you will find enclosed with this letter her endorsement of our Nomination. I understand that another endorsement by Miss Helen Livingston, a recipient of Meals-on-Wheels for about ten years, with her Monday Server being Mrs. Neu, has already mailed in hers to the City Hall.

Mrs. Neu is a member of the Lady Hamiltons founded in 1971. In 1973 this organization was nominated for Hamilton's Distinguished Citizen Award. Its purpose is to act as Volunteer Hostesses working closely in promoting the objectives of the Services of the Convention and Visitors Bureau, giving out information for tourists and promoting the Hamilton Wentworth Region. You can tell the Lady Hamiltons by the yellow chrysanthemums they wear and the welcoming smiles they greet you with. Wherever there is a need for their services, you'll find them eager to help, about 81 members, 3500 volunteer hours a year. One of their outstanding successes is assisting Mrs. George Morrow and her Committee every year at the very successful Mum Show in Gage Park. A letter of their endorsement is attached.

Mrs. Neu is a member of the current Executive of the Prayer Breakfast and was on the Advisory Committee for the design of the new Hamilton flag about five years ago.

Mrs. Neu is a very young looking Grandmother, she has four children, two boys and two girls and eight grandchildren.

Yours sincerely



HDCW Secretary

Mrs. New is a home-maker and a very young looking 45 year old mother - she has four children - two boys and two girls and eight grand children.

She is a Volunteer in several Hamilton activities.

1. Pleasanton-Wales - She has been a server on the Monday Team for 20 years soon after it was founded under the auspices of the Victoria Order of Nurses. Mrs. Clara O'Hall one of the founders and still the Monday Captain would also be glad to vouch for Mrs. New - Mrs. O'Hall's telephone number is 389-7598

2. The Lady Hamiltons - Their purpose is to be Volunteer Hostesses in promoting the objectives and services of the Tourist and Convention Bureau of Hamilton and the Hamilton Wentworth Region

One of their outstanding success is in
keeping Mrs. George Morrow, and her
Committee every year at the Pfan
Show in Magic Park - Whenever they
may be granting visitors - you can
tell them by the yellow chevron on the menu
they wear.

3. The Prayer Breakfast —
She has been on the Executive assisting
Mrs. Jane Houston the Chair man - 529-9717

4. Hamilton's Flag Committee

She was a member when the
design for the new flag was chosen.

Also she has a talent for solving a
crisis. A good head in an emergency.
A fine homemaker while including all
her outside activities.

H.L.



The Lady Hamilton Club

VOLUNTEERS OF VISITOR & CONVENTION SERVICES

Oct. 27/91.

Dear Mrs. Mullin

I hope this little bit of information will be of some help to you in nominating Pauline New for the Volunteer of the year.

As past President of the Lady Hamilton Club Pauline served 2 yrs as program chairman before becoming president during the years 1986-87 and part of 1985.

Pauline has been a member for over 13 yrs.



The Lady Hamilton Club

VOLUNTEERS OF VISITOR & CONVENTION SERVICES

Pauline is a valued member of our Club and has always helped out whenever needed.

Pauline volunteers at the City of Hamilton Mum Show in November.

also selling fresh Daffodils for the Canadian Cancer Society Mt. Division

Pauline has done more than her share of promoting the Region at the many conventions that the Region hosts.

Sincerely
Kerna Mote

President The Lady Hamilton Club

Hein deserving
of the Award
for Women of the
Year.

Yours Affly,
Dora Wild.

Nominations for
Women of the Year.

" Mrs. Pauline Jew
32 Deschenev Av.
Hamilton, Ont.

Pauline has been
very active in
Hamilton Community

For several years.

He has been a
Member for nearly
on week before
for twenty years.

He is one of the founders
of the Society of Friends
in the United States.

He is a member
of the Regional
League of the
Committee.

He has been in
the United States
for twenty
years.

h

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women in Workplace

Nominee's Full Name: Phonda Lee Oakley

Company/Organization: PORTS Adult DAY PROGRAM INC.

Address: Residence: 75 Queen St N Business: PORTS Adult DAY PROGRAM INC
#1706

City: Ham., Ont City: Hamilton

Postal Code: L8S 1L8 Postal Code: L8S 1L8

Telephone: Residence 529-0150 Business: 521-1438

Other: Contact # _____

Nominated by: BEVERLEY SHELLEY
(organization and contact person)

Address: 24 FORESTGATE DRIVE, HAMILTON

Telephone: 387-1879
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Beverley Shelley

Please attach separate enclosures for responses to the following:

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THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

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6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

P.O.R.T.S.

Partners in caring.
An adult day
program.

ADULT DAY PROGRAM

A day program designed mainly for seniors.



P.O.R.T.S.
physio, occupational, recreational therapy and social work
ADULT DAY PROGRAM INC.

R. L. Oakley Reg. N. Executive Director

365 KING ST. W. HAMILTON ONT. L8S 1L8 (416) 521-1438

1065 King Street W.
Hamilton, Ontario L8S 1L8
(416) 521-1438

P - physio

O - occupational

R - recreational

T - therapy and

S - social work

Cheerful, friendly, safe environment, with expert supervision. We welcome calls from clients and their families. An individual assessment will be arranged to meet the needs of each client. Referrals are also accepted from Doctors and other community services.

Goals of the program:

are to aid clients in maximizing their level of functioning while providing a stimulating, enjoyable and safe environment.

In addition to the obvious client benefits, our respite service provides the care giver with a well deserved break

Transportation:
arranged on request.

Hours of Operation

8:30 A.M. to 5:30 P.M.

Monday to Friday

Clients are encouraged to attend as often as possible according to their activity tolerance level.

Meals:

Nutritious lunches and snacks are prepared and served. Special diets are available on request.

For further information and an outline of our costs -

Call

Rhonda Oakley R.N.

(416) 521 - 1438

**1065 King Street West
Hamilton, Ontario L8S 1L8**

Burlington location to open soon

Day care centre for adults a new P.O.R.T.S. of call

By SUZANNE MORRISON
The Spectator

RHONDA OAKLEY is one of a growing number of nurses who are developing new business ventures outside of their regular hospital work.

She is the founder and owner of P.O.R.T.S., a new adult day care centre in the Westdale area of Hamilton which is giving shut-in seniors with mild to moderate medical problems a needed outing.

And, for burned-out family caregivers, the centre is providing welcome time to themselves.

P.O.R.T.S. stands for the idea that the centre is a respite service, or safe haven.

The attractive, cheerful facility at 1065 King Street West is one of the first privately-owned adult centres in Canada, Mrs. Oakley said.

Her understanding of how much it is needed came from her own experience as a critical care nurse in the coronary care unit at The General division of Hamilton Civic Hospitals.

She saw elderly patients kept in hospital because an alternative for their care was not available.

As she researched the statistics she found out just how pervasive this problem is.

"It led me to the idea that maybe there isn't enough (community care) out there," she said.

Mrs. Oakley said her centre is not in competition with such valued services as the Victorian Order of Nurses adult day centre on Victoria Street North or other similar programs, but she hopes it can complement what they do.

With the help of a New Ventures grant — an Ontario government program for small business — Mrs. Oakley opened the centre last month.

It has the capacity to care for 20 adults who are mildly cognitive-

ly impaired with Alzheimer's disease, Parkinson's disease, dementia and stroke. The centre is open Monday-Friday, from 8.30 a.m. to 5.30 p.m.

At the moment, the youngest adult is 33 years of age and the oldest is 96.

A typical day starts with coffee and tea, group exercises, and a discussion about everyday events that may be happening here or around the world.

That's followed by baking, crafts, games and lunch.

After a rest period — where some participants may decide to stretch out on a comfortable sofa — there may be a movie, a walk, and a card or scrabble game before leaving for home.

A library program is planned.

Within the last few weeks Mrs. Oakley has added homecare services to the P.O.R.T.S. program. This includes homemakers, health care aids, registered nursing assistants and registered nursing services who go into the home.

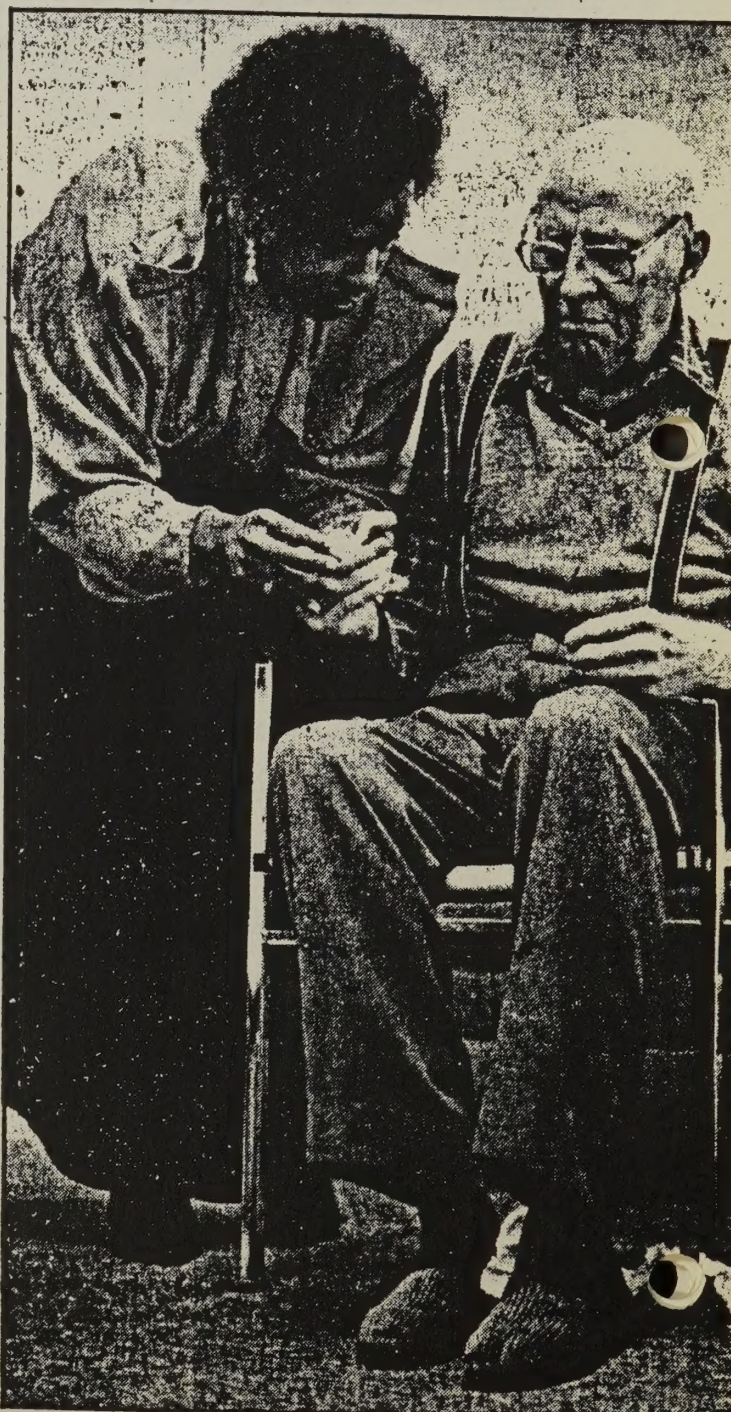
In the fall, a program similar to P.O.R.T.S. is planned to open in Burlington.

The centre has passed all fire and health inspections. Unlike private day care centres for children, which must be licensed by the province, there is no legislation covering day centres for adults. Mrs. Oakley said this legality is covered by the licence she holds as a registered nurse.

Mrs. Oakley said institutional settings such as hospitals provide nurses with a wonderful security blanket while, at the same time, cramping their creativity.

The development of P.O.R.T.S. is an example of opportunities a registered nursing licence offers, she said.

For further information about P.O.R.T.S., Mrs. Oakley can be reached at 521-1438.



Rhonda Oakley helps Bill Cant with finger and hand exercises at new P.O.R.T.S. centre in Hamilton.

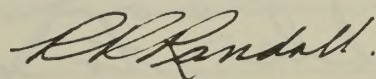
"WOMAN OF THE YEAR AWARD" - RHONDA OAKLEY
Supporting Letter for Nomination made by Bev Shelley

Rhonda Oakley is a very special person who provides a tremendous amount of support and goodwill for the families of her "children". She treats each person in her charge as if they were her own, giving them the respect, approval, acknowledgement, and support that each individual deserves, whether they are mentally deficient or not. In other words, she treats them like regular human beings. In doing so, she provides them with a positive atmosphere, gets them to participate in daily activities, and sometimes teaches them a new skill - something they can be proud of (ie. making wreaths).

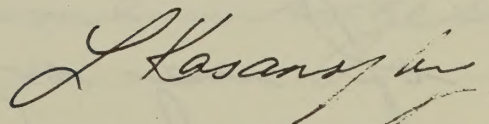
By doing all of this for the patient, the families are reminded that they are human beings. Sometimes we get so wrapped up in how much they have gone downhill, away from the person we once knew, that we forget to acknowledge the person that they still are and learn to love them for what they can still do -- not hate or despise them for what they can no longer do. Rhonda is always there to let us know how they are doing each day, to give us advice when we are frustrated, and to give us support in whatever way that she can.

I am nominating Rhonda Oakley for "Woman of the Year" because I thoroughly believe she deserves it. She is a wonderful person and I strongly feel that the service she provides should be acknowledged in a public manner. She sets a wonderful example of what a winner of such an award should be.

Yours truly,



Robert Randall



Leigh (Randall) Kasanszky

RHONDA LEE OAKLEY

In January, 1990, my mother suffered a stroke that affected her short-term memory. After six weeks of hospitalization, my husband and I decided to bring her home and do what we could to make her life as pleasant as possible. Since there was no community care available to us, we had to work out a schedule where one of us was home at all times. In May, 1991, I read an article in the Spectator about a Day care centre for

RHONDA LEE OAKLEY

(2)
adults (copy of article attached)
I contacted Rhonda on the
following Monday and set
up an appointment to see
her. My husband and I were
so impressed, my mother
attended at the Day home the
following week. The first
day, my mother was with
Rhonda was the first time
my husband and I were
able to spend time together
in 18 months.

Rhonda Oakley is a
very caring person, very

RHONDA LEE OAKLEY

(3)
dedicated to her profession
and has given these elderly
people a reason to get up
in the mornings because they
have their little haven to
go to.

In our minds, Rhonda
definitely is our "Woman
of the Year" because our
lives have been so touched
by this very caring young
woman. I thank God there
was a person out there who
realized there was a "need"
and was willing to put all

RHONOA LEE JAKLEY

(4)

her time and efforts into
P.O.R.T.S.). My mother is
83 years of age, and is
enjoying every day she
spends with Rhonda and
her new friends. The first
day I dropped her off at
the centre, I felt I was
abandoning her. Then I
picked her up that evening
she didn't want to leave
(it is her free time also).

Beverly Shelley

1870
The following is a list of the names of the persons who have been admitted to the membership of the Society since the last meeting of the Executive Committee, held on the 15th of December, 1870.

1. Mr. J. H. [illegible]
2. Mr. [illegible]
3. Mr. [illegible]
4. Mr. [illegible]
5. Mr. [illegible]
6. Mr. [illegible]
7. Mr. [illegible]
8. Mr. [illegible]
9. Mr. [illegible]
10. Mr. [illegible]
11. Mr. [illegible]
12. Mr. [illegible]
13. Mr. [illegible]
14. Mr. [illegible]
15. Mr. [illegible]
16. Mr. [illegible]
17. Mr. [illegible]
18. Mr. [illegible]
19. Mr. [illegible]
20. Mr. [illegible]
21. Mr. [illegible]
22. Mr. [illegible]
23. Mr. [illegible]
24. Mr. [illegible]
25. Mr. [illegible]
26. Mr. [illegible]
27. Mr. [illegible]
28. Mr. [illegible]
29. Mr. [illegible]
30. Mr. [illegible]
31. Mr. [illegible]
32. Mr. [illegible]
33. Mr. [illegible]
34. Mr. [illegible]
35. Mr. [illegible]
36. Mr. [illegible]
37. Mr. [illegible]
38. Mr. [illegible]
39. Mr. [illegible]
40. Mr. [illegible]
41. Mr. [illegible]
42. Mr. [illegible]
43. Mr. [illegible]
44. Mr. [illegible]
45. Mr. [illegible]
46. Mr. [illegible]
47. Mr. [illegible]
48. Mr. [illegible]
49. Mr. [illegible]
50. Mr. [illegible]
51. Mr. [illegible]
52. Mr. [illegible]
53. Mr. [illegible]
54. Mr. [illegible]
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69. Mr. [illegible]
70. Mr. [illegible]
71. Mr. [illegible]
72. Mr. [illegible]
73. Mr. [illegible]
74. Mr. [illegible]
75. Mr. [illegible]
76. Mr. [illegible]
77. Mr. [illegible]
78. Mr. [illegible]
79. Mr. [illegible]
80. Mr. [illegible]
81. Mr. [illegible]
82. Mr. [illegible]
83. Mr. [illegible]
84. Mr. [illegible]
85. Mr. [illegible]
86. Mr. [illegible]
87. Mr. [illegible]
88. Mr. [illegible]
89. Mr. [illegible]
90. Mr. [illegible]
91. Mr. [illegible]
92. Mr. [illegible]
93. Mr. [illegible]
94. Mr. [illegible]
95. Mr. [illegible]
96. Mr. [illegible]
97. Mr. [illegible]
98. Mr. [illegible]
99. Mr. [illegible]
100. Mr. [illegible]

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: WOMEN IN COMMUNITY SERVICE

Nominee's Full Name: SHARON ELIZABETH PAYNE

Company/Organization ST. JOHN AMBULANCE BRIGADE

Address: 27 PURITAN COURT **Residence:** MR. PRINT-ALL COPY CENTRES INC.
Business: 2 KING ST. WEST

City: STONEY CREEK **City:** HAMILTON

Postal Code: L8E 4K9 **Postal Code:** L8P 1A1

Telephone: Residence 564-1979 **Business:** 527-7468

Other: Contact # _____

Nominated by: ST. JOHN AMBULANCE BRIGADE - VICTOR RACINE, DEPUTY CORPS SUPERINTENDE
(organization and contact person)

Address: 500 UPPER WELLINGTON, HAMILTON, ONT. L9A 3P5

Telephone: 545-4043 387-1880
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: *Victor Racine*

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resumé or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

**Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary**

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

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Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

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Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

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Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. **Women in the Workplace**

Outstanding achievement in business, the professions or labour.

5. **Women in Communications**

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. **Women in Community Service**

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)



St. John Ambulance

SOUTHERN ONTARIO AREA

HAMILTON-WENTWORTH CORPS
500 Upper Wellington
Hamilton, Ontario
L9A 3P5

October 22nd, 1991

Hamilton Status of Women Sub-Committee
City Hall
71 Main Street West
Hamilton, Ontario
L8N 3T4

Attention: Betty Carter, Secretary

Dear Ms. Carter:

On behalf of the Hamilton-Wentworth Corps of the St. John Ambulance Brigade, it gives me great pleasure to nominate **Sharon Elizabeth Payne** for Woman of the Year in the category of Women in Community Service.

Sharon was born and raised in Hamilton and educated at Hill Park Secondary and Niagara College. She joined the St. John Ambulance Brigade as a cadet in 1965, and over the years has held a number of volunteer leadership positions within the Brigade. She currently holds the position of Corps Superintendent (Commanding Officer) of the Brigade for the Hamilton-Wentworth Region.

Sharon is also an active director with the Hamilton-Wentworth Branch of the St. John Ambulance Association and currently sits on a number of committees with St. John's Provincial Council.

Over the years Sharon has not only been in the forefront of improved first response patient care delivery, but has been instrumental in the revitalization of the Brigade's youth and leadership development programs in Hamilton, and has been an active advocate of leadership development for women. In conjunction with her current role, she has recently taken on the role of a leadership development coordinator for the St. John Ambulance across Southern Ontario.

To the Hamilton-Wentworth community, Sharon herself, has provided over 4000 hours of volunteer service.

Aside from her very active life with the Brigade in Hamilton, Sharon also sits as a convenor on the executive of the Hamilton Ringette Association, and assists many business and professional associations within Hamilton.

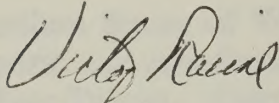
By profession, Sharon manages the copy centers of Mr. Print All and Stirling Print and Creative Services in Hamilton; positions which uniquely provide her with many of the practical skills she applies to her volunteer posts.

As a wife and mother, Sharon balances her many commitments through shared family involvement and participation.

**First Aid
for Canadians**

Sharon truly demonstrates an outstanding, caring, committed attitude, and it is for these reasons that we submit her nomination.

Respectfully submitted,



Victor Racine
Deputy Corps Superintendent
ST. JOHN AMBULANCE
HAMILTON-WENTWORTH CORPS

encl.



ST. JOSEPH'S HOSPITAL

McMASTER UNIVERSITY

50 CHARLTON AVENUE EAST, HAMILTON, ONTARIO, CANADA L8N 4A6 PHONE (416) 522-4941



October 24th, 1991

Betty Carter, Secretary
Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario
L8N 3T4

Re: Woman of the Year Nominee: Sharon Payne

Dear Ms. Carter:

I have dealt with Ms. Payne in a number of capacities and have found her enthusiasm, wealth of knowledge, and commitment to the people of Hamilton - Wentworth, to be outstanding.

From a medical perspective, her ability to coordinate and interact with both her personnel, and members of the medical community, has resulted in many highly successful health care initiatives, such as the provision of health care coverage at Copps Coliseum and Hamilton Place.

From a Brigade perspective, she is an exceptional leader who not only exemplifies the St. John Ambulance motto, "For the Service of Mankind", but also depicts true volunteer spirit. It is also interesting to note that Ms. Payne is the first female commanding officer for the Hamilton - Wentworth St. John Ambulance; an accomplishment which is reflected in her continuous support of women in leadership positions within the Brigade.

I have no hesitation in supporting Ms. Payne's nomination for Women in Community Service - Woman of the Year.

Sincerely,

Mahmoud Ali, M.D., Ph.D., F.R.C.P. (C)
Chief of Staff
St. Joseph's Hospital

MA:bc



St. John Ambulance

Ontario Council
46 Wellesley Street East
Toronto, Ontario M4Y 1G5
(416) 923-8411 Fax (416) 923-4856

24 October 1991

Ms. Betty Carter, Secretary
Hamilton Status of Women
Sub - Committee
City Hall
71 Main Street West
Hamilton, Ontario
L8N 3T4

Dear Ms. Carter:

Re: Woman of the Year Awards, nominee Sharon Payne

Ms. Payne has been a member of the St. John Ambulance Brigade since 1965. She joined as a St. John Cadet at age eleven and has stayed with the organization ever since. She has held many appointments and undertaken numerous different tasks, today she guides and controls the Hamilton - Wentworth Corps of the Brigade a group of made up of more than one hundred adults and youths; dedicated to good citizenship and serving the community.

During her years of service with the St. John Ambulance Brigade, Sharon has averaged over three hundred hours of officially recorded service per year. She was awarded the Service Medal of the Order in nineteen eighty one and admitted as a Serving Sister to the Most Venerable Order of the Hospital of St. John of Jerusalem in nineteen eighty nine.

Sharon manages a printing business and is a caring mother; in each of these roles Sharon shows impressive enthusiasm and a whole hearted application to the task. She plays a superior role in positively influencing others and is a top notch team member.

Sincerely,

Allan A. Mc Pherson, OStJ, CD
Provincial Chief Staff Officer



Hamilton
Entertainment
and Convention
Facilities Inc.

101 York Boulevard
Hamilton, Ontario
Canada L8R 3L4
Tel. 416/546-4000
Fax 416/527-6856

1991 October 28

Hamilton Status of Women
Subcommittee.

To Whom It May Concern:

I would like to commend Sharon Payne for her tireless efforts volunteering with St. John's Ambulance during functions at Copps Coliseum.

Although a volunteer, Sharon accepts and assumes responsibility for ensuring that all things run smoothly. Her enthusiasm is evident and an inspiration to all. Her selfless and courteous manner add tremendously to the operation of events at the Coliseum and are invaluable.

Sincerely yours,

**HAMILTON ENTERTAINMENT AND
CONVENTION FACILITIES INC.,**

Bill Fletcher,
Supervisor of Security/Cleaning.

BF:mgm



St. John Ambulance

500 UPPER WELLINGTON STREET
HAMILTON, ONTARIO, L9A 3P5
TELEPHONE (416) 387-1880

Mon, Oct 28, 1991

Hamilton Status of Women Sub Committee
Hamilton City Hall
71 Main St. W.
Hamilton Ontario
L8N 3T4

Re: Sharon Payne

I have been associated with Sharon Payne for the last six years through the St. John Ambulance Brigade as well as her place of employment. I have always found her to be a true professional in every sense of the word.

Sharon has been with the St. John Ambulance for over twenty years. Through hard work and dedicated service she has risen to the position of Corps Superintendent. and is responsible for all uniform activities in Wentworth County. Under her guidance the cadet division was reintroduced and has grown by leaps and bounds.

Sharon is a credit to this community and in my opinion an excellent example of a true volunteer.

Yours truly,

Walter H. Ireson
Past Chairman.

**First Aid
for Canadians**

A UNITED WAY AGENCY

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: COMMUNITY SERVICE

Nominee's Full Name: CHERYL MARLENE SAMPSON

Company/Organization: AIC INVESTMENT PLANNING LTD

Address: Residence: 1 KENT ST Business: 168 JACKSON ST W

City: HAMILTON, ONT City: HAMILTON, ONT

Postal Code: L8P 3Y6 Postal Code: L8P 1L9

Telephone: Residence: (416) 523-5646 Business: (416) 529-5500

Other: Contact # _____

Nominated by: NORTH END CHILDREN'S CENTRE INC.
(organization and contact person) Gwynneth HAWES COOK

Address: 75 Hillyard St HAMILTON ONTARIO L8L6B3

Telephone: 526 0654 521 0274
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Gwynneth Hawes Cook

Please attach separate enclosures for responses to the following:

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Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

546-2095
Betty Carter

P.A. Mitcham, P. Eng., MBA
Commissioner



City of Etobicoke

Works Department

October 11, 1991

Woman of the Year Selection Committee
Hamilton Status of Women Sub-Committee
City Hall
71 Main Street West
Hamilton, Ontario
L8N 3T4

Attention: Betty Carter

Dear Committee Members:

I am pleased to support the nomination of Ms. Cheryl Sampson as Woman of the Year for the City of Hamilton. My association with Cheryl has been largely in relation to the Hamilton Tennis club over the last several years.

As President of the Club in 1990 and 1991 and an active member of the Club executive prior to 1990, Cheryl has worked tirelessly in support of community tennis with special interest in our Junior Development Program. Instrumental in organizing many special events at the Club, Cheryl has also worked with the City and other members to obtain approval from Hamilton City Council for a new Hamilton Tennis Clubhouse.

Cheryl can be proud of her accomplishments and involvement with the Hamilton Tennis Club Executive.

Sincerely,

P. A. Mitcham
Treasurer
Hamilton Tennis Club

c.c. Cheryl Sampson



Oct. 31, 1991

To Whom it May Concern,

I whole-heartedly endorse Cheryl Sampson's nomination for the Hamilton Status of Women Sub-Committee's Woman of the Year Award for Community Service.

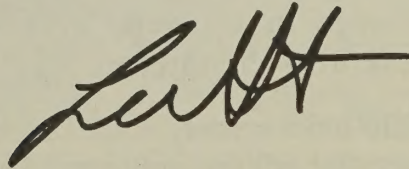
I first met Cheryl in 1985 when I was Program Director at Cable 4 (now Cable 14). Cheryl approached Hamilton's free-access cable channel with a proposal to host and produce a series of television programs focusing on money management, a subject very familiar to Cheryl. I must say that Cheryl approached the production very much in the spirit of cable tv production with the betterment and education of the community in mind.

Since then I, and others, have been impressed by Cheryl's selfless dedication to many community organizations including, the Jaycees, the North End Children's Centre and the Hamilton Tennis Club.

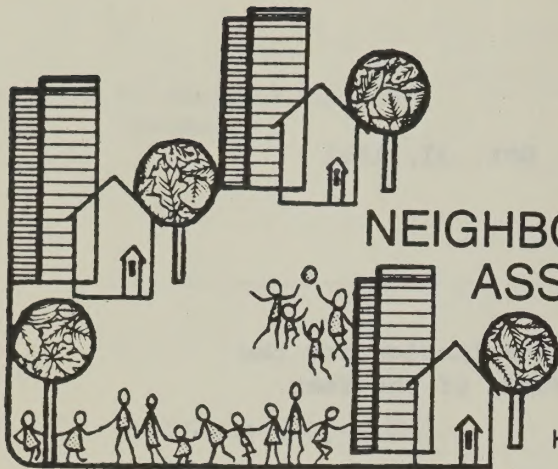
The time Cheryl spends helping others is impressive and serves as a model for those who wish to contribute to the social fabric of Hamilton. Cheryl gives much more to our community than she receives. It is time that the City of Hamilton honour one of its hardest working citizens.

For her tireless dedication and commitment to our community, I am very pleased to support the nomination of Cheryl Sampson for the Woman of the Year Award.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Lawson Hunter', with a stylized, sweeping flourish at the end.

Lawson Hunter
44 Glendale Ave. S.
Hamilton, Ont.



DURAND
NEIGHBOURHOOD
ASSOCIATION
INC

c/o CITY CLERK
CITY HALL
HAMILTON, ONTARIO
L8N 3T4

November 14, 1991

Ms. Betty Carter,
Hamilton Status of Women Committee,
71 Main Street West,
Hamilton, Ontario.
L8N 3T4

Dear Ms. Carter:

It was with great pleasure that I was informed that Cheryl Sampson has been nominated for a "Woman of the Year" Award. I am pleased to add my support for her selection to this distinct honour.

During the past two years in my association with Cheryl on the Board of Directors of the Macphail Infant and Parent Co-operative of Hamilton Incorporated I have found Cheryl to be very helpful, concerned, informed and action-oriented. This year, as well as last year, Cheryl has participated in the staff salary negotiations. Her knowledge in financial affairs has been an integral part of successfully completing our salary negotiations with the Macphail staff.

I wish her well and anticipate you will give her thorough consideration during your deliberations of the selection process.

Yours truly,

Marvin R. Sheppard, Chairman
Board of Directors

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: _____

Category #6

Nominee's Full Name: _____

Company/Organization Private Citizen of Hamilton-Wentworth

Address: of Residence: 72 James St. N.

Business: _____

City: Hamilton

City: _____

Postal Code: _____

Postal Code: _____

Telephone: Residence (416) 527-0295

Business: _____

Other Contact # _____

Nominated by: _____

Acting Sergeant Michael Webber Hamilton-Wentworth Regional PD

(organization and contact person)

Address: _____

Telephone: _____

Residence

Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: _____

Please attach separate enclosures for responses to the following:

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City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary**

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

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Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

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The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

Proud moment

Activist honored for 'selfless' work

DORIS WASHINGTON Skorpid is the latest recipient of the Mayor's Award of Honor, presented at city hall last night.

The award recognizes outstanding community achievement, and is presented periodically during the year to deserving and largely unheralded individuals, said Mayor Bob Morrow.

A founding member of the Mayor's Race Relations Committee, Mrs. Skorpid has worked tirelessly to improve race relations in Hamilton as a community activist, Mr. Morrow said after the award ceremony.

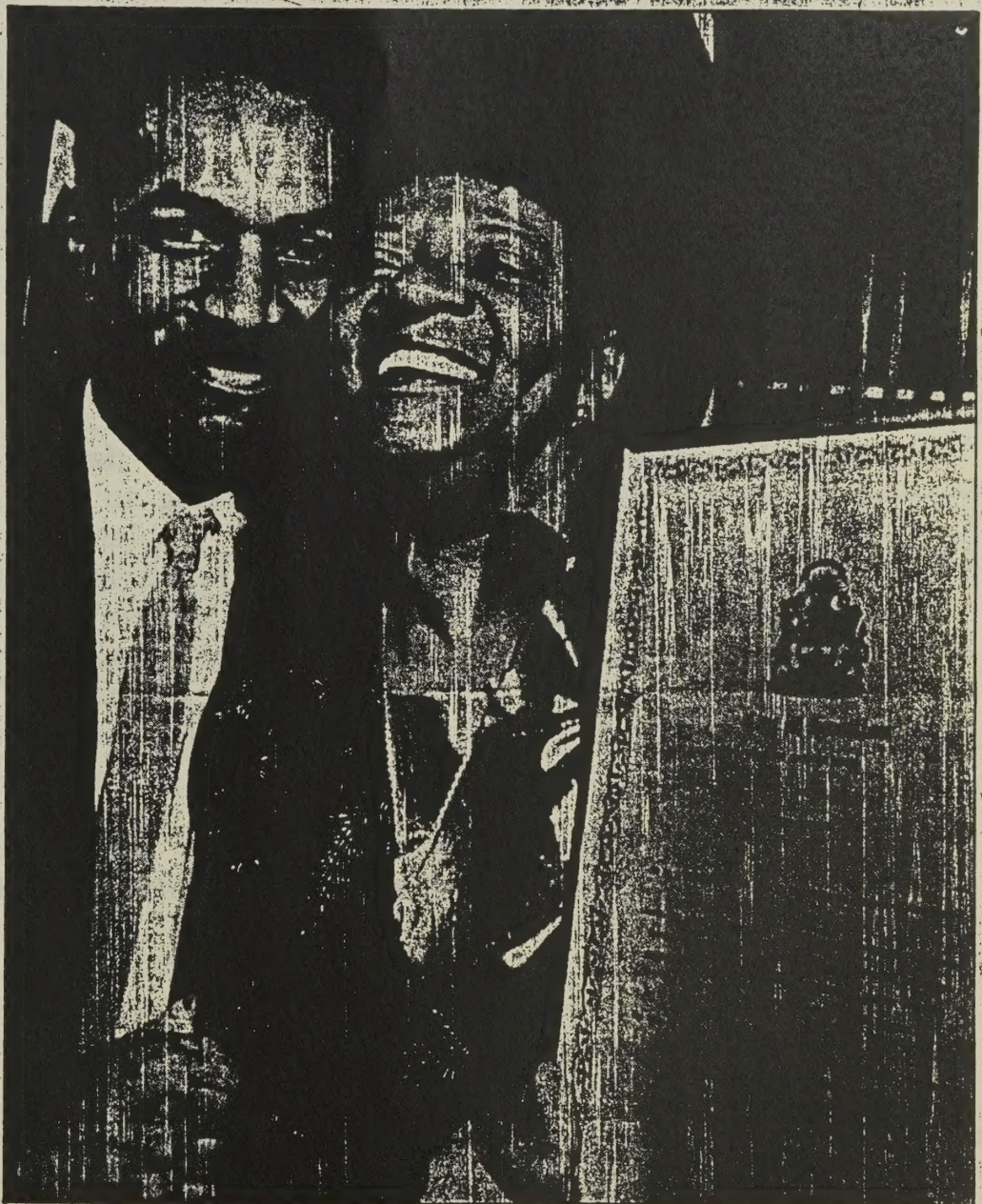
"She has very selflessly worked day after day on behalf of people who face difficulties; she has worked closely with the police department in the pursuit of better race relations," the mayor said.

"She comes from an old Hamilton family, very, very highly respected; an old north-end family, with many brothers and sisters. They're well known in many quarters because of the large number of musicians in the family," the mayor said.

Mrs. Skorpid comes from a family of 15, and became involved with the civil rights movement of Dr. Martin Luther King in the early 1960s, when she helped resettle blacks bused to Detroit from the southern United States.

In a *Spectator* interview three years ago, she recalled many instances of prejudice against blacks as she was growing up, but noted the black struggle for equality in Canada never became violent as it did in the United States.

At the time, she said outright discrimination against blacks in Canada been replaced by subtler forms of racism.



Will Butler was on hand to see mother, Doris Washington Skorpid, honored last night.

Paul Hourigan, The Spectator

Hopes run high in push for race relations co-ordinator

PAYING \$45,000 for a full-time race relations co-ordinator is "peanuts," says the chairman of the Mayor's Race Relations Committee.

And committee chairman Harish Jain is hopeful the proposed full-time city position will be approved when city council meets as committee of the whole to consider the matter tomorrow afternoon.

"I can't see city council not voting for it in view of the high profile race relations has in the city. I'm hopeful and so is the committee.

"I think this is peanuts. I think when you look at the amount of work each member of the committee puts in and the fact none of them receive a penny, this is a little amount of money we are asking for," he said.

Mr. Jain said the race relations co-ordinator, who would receive more than \$45,000 a year in salary and benefits, would be responsible for ensuring the policies of

the 38-member Mayor's Race Relations Committee are put in place and followed.

The position would be established as part of the staff complement of the culture and recreation department.

A similar motion to have a full-time co-ordinator hired prior to the last municipal election was defeated by one vote.

But Mr. Jain said the election of several new council members, the boost of the race relations profile in the community and the council support for the solicitor general's report on race relations and policing have left him optimistic the recommendation will win support.

Mr. Jain said he is further encouraged by the fact city council has provided tentative approval to boost his committee's budget to \$12,500 from the \$6,000 spent last year.



Harish Jain: optimistic

DORIS SKORPID

The black community in Hamilton has been established for many years and has greatly contributed to making this a better place to live.

Prominent families such as the Washington family have left an indelible mark on this city and indeed the Province and the rest of Canada.

Doris Skorpido is a member of this family.

Doris has made her mark in this community through her work in the area of race relations. Doris was working to eliminate racism long before it became a recognized social problem by government and institutions. Doris' brand of race relations focuses on helping individuals overcome barriers and receive just and equitable treatment. While many groups and individuals work at eliminating racial discrimination through policies, procedures and legislation, Doris concentrates on helping the victims of racism, thereby putting a human face to this monumental social ill.

Doris' honesty and dedication have always shone through, leaving no doubt to her integrity. She has shared her knowledge unselfishly with others.

THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women In Community Service

Nominee's Full Name: Mary Therese (Story) Story

Company/Organization: Separated and Divorced Organization

Address: Residence: 4067 Longmead Dr. Business: C.I.B.C
#505

City: Burlington, Ont City: Burlington, Ont.

Postal Code: L7L 1X4 Postal Code: _____

Telephone: Residence 639-5119 Business: 332-4337

Other: Contact # _____

Nominated by: Separated and Divorced - Erika Schimpf
(organization and contact person) Erika Schimpf

Address: 42 Brock St. S. Unit #8, Dundas, L9H 3G7

Telephone: 627-5792 389-1970
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Erika Schimpf

Please attach separate enclosures for responses to the following:

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Hamilton, Ontario, L8N 3T4
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Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

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Outstanding achievement in business, the professions or labour.

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6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

Biography of Mary Story

Mary Story was born and raised in Thunderbay. Being the eldest of 11 children she had to help her mother with the younger brothers and sisters. Mary's childhood was happy and joyous, never a dull moment. She lived there her youth life and married there. About 2 years after her marriage she moved from Thunderbay to the Hamilton area in the late 50's. Since then Mary had 3 children of her own and 2 grandchildren which she is very proud of.

At first Mary worked at Children's Aid then later started working at the C.I.B.C. Bank where she still works.

In the sixties Mary started community service by becoming a Girl Guide Leader in Hamilton and later District Guider also in Hamilton. Mary enjoyed working and teaching the girls. She loved every minute with the girls. She often says that she never grew up, that her inner child is still inside of her.

Mary also was a Pathfinder Leader in Burlington where she enjoyed every minute of it with the girls.

Mary felt she had a good life and a good marriage until the late seventies when a tragedy struck her. Her husband wanted a divorce. At first she did not want to accept it but about 2 years later reality set in and she started accepting her separation from her husband.

Mary was approached by Sister Rita White, who started the Burlington Separated and Divorced Group, about taking over the co-ordination of the group. Since then Mary has been co-ordinator of the Burlington Support Group, The New Beginnings Weekend of Hamilton diocesan, and co-ordinator of the level II program (Accepting The Situation) in Hamilton diocesan.

Erika Schimpf
42 Brock St S. #8
Dundas Ont.
L9H 3G7

To The Hamilton Status of Women Sub-Committee

I have known Mary Story for 6 years now. she has been involved in the girl guides for over 20 years. With in those 20 years she has proven to be very helpful and understanding with the girl guides.

Mary is currently the co-ordinator of the Separated and divorced group in Burlington, and has proven to be invaluable to St. Raphael's Parish for 11 years. For the past 4 years Mary has been running a Level II program entitled "Accepting the Situation". This program was started to help separated and divorced people cope with the stresses of divorce.

Nine years ago Mary began co-ordinating "The New Beginnings Weekend". Similar to the program in Toronto. This program helps the separated and divorced people discover new hope, and a deeper meaning in life.

Mary's warm personality and welcome smile has helped many women and men put their lives back together. Mary has been a great friend, loving, understanding, and very supportive with me in the trials of separated life.

Mary Story has worked for the C.I.B.C. bank for approximately 20 years. If you should need any further information please don't hesitate to contact me (Erika Schimpf) at:

Home: 627-5792

Work: 389-1970

Yours truly
Erika Schimpf
Erika Schimpf



**Diocesan
Office for
Family Ministry**

Cathedral Square
700 King Street West
Hamilton, Ontario, L8P 1C7
(416) 528-7988

'Ministering to Families'

October 16, 1991

To Whom It May Concern:

**Letter of Reference for the Nomination of
MARY STORY - Woman of the Year Award**

Mary Story is an extra-ordinary woman who has been involved with separated and divorced persons for some ten years as a volunteer.

Her involvement encompasses the following areas:

- A. Co-ordinator of a self-help support group for separated and divorced persons at St. Raphael's Parish in Burlington which meets on a bi-weekly basis.

In this capacity, she arranges for speakers and topics for group discussions to help the members understand the process they are experiencing in their lives.

- B. Team Leader for a New Beginnings weekend program for separated, divorced and widowed persons.

The New Beginnings weekend is an opportunity for participants to be affirmed, discover new **HOPE** and a deeper meaning in life following a separation, divorce or death of a spouse.

- C. Facilitator of a Levels II program entitled **Accepting the Situation**.

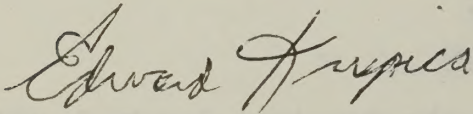
This ten-week self-help program is intended to help separated and divorced persons understand the process of ending a marriage relationship. The program helps a person work through the divorce process faster and with less emotional pain. The program discusses the social, emotional and psychological aspects of the divorce process. The program is educational, based upon the belief that healthy, normal people, if given information, guidance and emotional support, can adjust to a crisis such as a divorce and make it a personal growth experience.

October 16, 1991

D. For six years, a Board Member of the Ontario Conference for Separated and Divorced Catholics.

Mary Story is a dynamic, energetic, sensitive, and dedicated woman who has helped many women and men experience healing following a marriage breakdown. In my estimation, she is worthy for consideration as the recipient of the **Woman of the Year** award.

Respectfully submitted,



Edward Krupica
Director

EK/al

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THE COMMITTEE RESERVES THE RIGHT TO CHANGE THE CATEGORY OF THE NOMINEE

Suggested Nomination Category: Women IN Community Service

Nominee's Full Name: MRS. VERA WOODS

Company/Organization: Retired Nurse - Slater Steel

Address: 17 Hunt St Business: _____

City: Hamilton City: _____

Postal Code: L8R 1R1 Postal Code: _____

Telephone: Residence 522-2822 Business: _____

Other Contact # _____

Nominated by: Mrs. Cheryl Lawson
(organization and contact person)

Address: 10 Hopkins Ct

Telephone: 628-8107 522-6827
Residence Business/Other

I have sought and received the nominee's permission for this nomination.

Nominator's signature: Cheryl Lawson

Please attach separate enclosures for responses to the following:

1. Describe the nominee's background, career and present activity or work of the nominee including a current resume or biography.
2. Describe her contribution in the category for which she is being nominated.

Nominations must be supported by additional documentation (letters from others supporting her merits, media clippings, etc.) to ensure that the Committee has the information necessary to select the winners.

All names of nominees will be published in the local media and all information submitted to the Hamilton Status of Women Sub-Committee becomes public information.

PLEASE RETURN YOUR NOMINATION BEFORE NOVEMBER 1, 1991 TO:

Hamilton Status of Women Sub-Committee
City Hall, 71 Main Street West
Hamilton, Ontario, L8N 3T4
Attention: Betty Carter, Secretary

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THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Women of the Year Awards - Nomination Form

The Hamilton Status of Women Sub-Committee was created in 1972 by Hamilton City Council. This Committee, unique to Canadian municipalities, is the first of its kind to be appointed by a City Council in order to advise on issues pertaining to women.

The Hamilton Status of Women Sub-Committee honours women for their outstanding achievements and contributions in furthering the position of women, at an Annual Women of the Year Dinner. Over 900 people attend this event. The dinner will be held on Wednesday, February 19, 1992 at the Hamilton Convention Centre. Nominees, as well as recipients, will be recognized.

The awards will honour six women for their outstanding achievements and contributions to the community. These women can be nominated for any of the categories (1 - 5) whether working as a volunteer or in a paid capacity and in category (6) for voluntary service. Women previously nominated, but not selected as a Woman of the Year, may be nominated again. Women will be recognized in the following categories:

1. Women in the Arts

Outstanding achievement and/or significant contribution to the development of the arts in the community, so as to enrich and broaden the life of the community.

2. Women in Public Affairs

Noteworthy service through direct political or governmental involvement at any level, or involvement with boards, commissions or public institutions.

3. Women in Health, Sports & Fitness

Notable contribution to the physical and mental or social well-being of community members through health sciences, scientific research, sports and other related fields.

4. Women in the Workplace

Outstanding achievement in business, the professions or labour.

5. Women in Communications

Significant achievement within the broadest sense of communications systems; i.e. media, education, public forums.

6. Women in Community Service

Outstanding achievement and/or significant contribution to the well-being of the community through voluntary service.

The Committee reserves the right to change the category of the nominee.

Nominations are open until November 1, 1991

(see over)

✓
BLUE CROSS ANIMAL HOSPITAL

612 KING ST. WEST, HAMILTON L8P 1G2

522-6879

JON FRANCIS, D.V.M.

RON SMITH, D.V.M.

Oct 31/91

HAMILTON STATUS OF WOMEN COMMITTEE

TO WHOM IT MAY CONCERN:

OVER THE PAST 10-15 YEARS, VERNA WOODS HAS BEEN A CLIENT AT MY CLINIC. OVER THAT TIME, VERNA HAS APPEARED SEVERAL TIMES WITH STRAY, INJURED ANIMALS & WILD LIFE BIRDS, SEEKING OUR HELP FOR THEIR INJURIES.

VERNA HAS SHOWN GREAT CONCERN, COMPASSION & SENSITIVITY TOWARD THEIR HEALTH & WELL BEING.

I WOULD LIKE TO SUPPORT VERNA IN HER NOMINATION FOR WOMAN OF THE YEAR.

SINCERELY,
Ronald Smith DVM

October 28, 1991.

Hamilton Status of Women Sub Committee
c/o Betty Carter

I would like to
nominate Mrs. V. Woods in
the Community Service
Category for the Women of
the Year Awards.

During the past 3 years
Mrs. Woods has been a
tireless worker looking
after our feathered friends
that live in Coates Paradise
and the Dundas Canal.

Mrs. Woods not only makes
sure the Canada Geese
and several species of ducks
have lots of food to
take them through
our cold winters, she
also looks after the
medical needs on a daily
basis. I have personally
been witness to her
loving care of these
animals as I work in

one of the Animal Hospitals she brings her patients to.

I believe Mrs. Woods is doing our Community a great service by looking after these beautiful birds so that they will be around for future generations to enjoy and also by saving the taxpayers thousands of dollars that would have to be spent by the S.P.C.A. to pick up these injured and sick birds on a weekly basis as she does. I have enclosed a Spectator article that appeared this year about Mrs. Woods. As a retired nurse from Slater I feel it is quite obvious that her love of nursing has not left her, only her type of patients has changed. In closing I would like to say that even if Mrs. Woods is not

chosen as this years
woman of the year
she will always be
a winner and a friend
to the betterment of
this area.

Respectfully submitted

Cheryl Lawson
E28-8107.



Glenn Yokoyama, The Spectator

Verna Woods displays some of the discarded fishing line that has proved fatal for geese and ducks at Princess Point.

She's saving waterfowl from 'cruel death'

By BETH MARLIN
The Spectator

RETIREE nurse has embarked
a new career — to free Canada
ese and gulls snared in masses of
scarded, tangled fishing line at
incest Point.

Verna Woods, who says she's
scued 15 trapped geese and two
ills during daily visits to Cootes
aradise since May, wants fisher-
en to stop leaving hazards to
rds and other wildlife in their
ake.

"The geese and seagulls get
ught up in these lines. It's a cruel,
uel death," says the 67-year-old
retiree, who began to
lp birds in plight after retiring
om her nursing job at Slater Steel
1988. "I just wish people would
after themselves. Pick up a
line and take it home. Cut it
with scissors."

Woods is asking fishermen to clean up their deadly lines

Birds have been strangled, had
their wings broken, required ampu-
tation of their legs, starved, fallen
prey to predators and been cut by
hooks after becoming tangled in
fishing lines, said Ms Woods. Some
trapped birds have been found
hanging from trees, she said.

She said she is also alarmed by
youngsters who shoot birds with
pellet guns and other weapons.

Ms Woods said she gets close to
the injured birds by feeding them,
then wraps them up in an old
sweater before freeing them from
the lines.

Severely injured birds are tak-
en to a veterinarian and some are

taken home to recover in a back-
yard dog cage until they are well
enough to be released to the wild,
she said.

Acquaintances with similar
concerns have been rescuing tan-
gled birds at other popular fishing
spots along Hamilton harbor and
area conservation authority lands,
Ms Woods said.

Don Newton, Ms Woods'
neighbor and an Ancaster veteri-
narian, said he has treated two
birds whose legs have almost been
cut to the bone with fishing wire.

Mr. Newton praised Ms Woods
for her work.

"People who do good acts I

think should get credit," he said.
"Her arms are pretty well black
and blue from the birds. A goose
has got a pretty hard beak."

Glenn Price, a fish and wildlife
supervisor with the Ministry of
Natural Resources, said many
birds and animals are killed by tra-
sh, including fishing lines, plastic
six-pack collars and tin cans.

"These kinds of environmental
pollution are claiming all kinds of
animals' lives," said Mr. Price, who
works out of the ministry's Cam-
bridge office.

"We're constantly trying to edu-
cate fish and wildlife sporting
enthusiasts to clean up after them-
selves."

The ministry has no idea how
many birds die because the injured
fowl hide themselves and often are
consumed by predators, he said.

Death of a President

The death of a President is a national tragedy. It is a day when the entire country comes to a standstill. The people are in mourning. The streets are filled with flowers. The President's body is lying in state. The people are gathered around the casket. They are looking at the face of the man who has led them for so long. They are saying goodbye to a friend. They are saying goodbye to a leader. They are saying goodbye to a hero.

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My nominee is Sharon Brejak,
For her outstanding efforts in her community. She is the head of the Heart and Stroke education department, in the city of Stoney Creek. Whenever there is a fair or parade, she's there helping organize it. She is always on the go. She also is a Sunday school teacher, and is always thinking of fun and interesting things for them, when she's at home. She also has a fulltime job working for a large retail business, (Zotinos) which she is the manager for her department. This lady is always doing things for people, and it is always done voluntarily. About 90% of her time is helping people.

at hallowe'en, her front yard is always decorated and full of fun for the children. From the old to the young she enjoys to help them all.

I don't know how she can be so helpful, after all, she had a rough life. Her brother was killed in a car accident when he was 13, and her mother died young of a heart attack.

In our eyes, she is the only woman in the world who can be pricked by thorns in life, and come out looking like blossoms to the people around her.

There is not a person in this world who has a fault with her. She makes everyone feel so good when she's around.

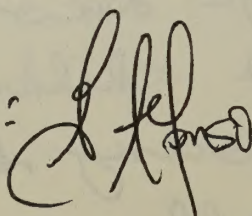
If you could make someone feel like she had accomplished something in life, then it is now. Please make someone happy, and take this very special lady as our nominee for the "women of the year".

#6 (Community service)

Thank you; yours Truly

TIM F. MORRIS

Tim F. Morris

Sponsor: 

FORT 1201 EASTBATE LD



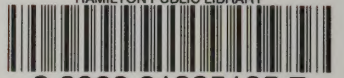
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